From WAR *to* PEACE

A Challenge

OFFICE OF WAR MOBILIZATION AND RECONVERSION
Washington, D. C.

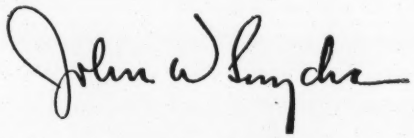
LETTER OF TRANSMITTAL

OFFICE OF WAR MOBILIZATION AND RECONVERSION,
Washington, D. C., August 15, 1945.

The PRESIDENT,
THE WHITE HOUSE, *Washington, D. C.*

DEAR MR. PRESIDENT: I submit herewith a report entitled "From War to Peace: A Challenge." This report has been prepared in collaboration with the Office of War Information and other Government agencies. It is designed to answer the specific questions which will be uppermost in the minds of the people, now that Japan has been finally crushed.

Respectfully,



JOHN W. SNYDER,
Director.

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Additional copies of this report may be obtained from the Division of Public Inquiries, Office of War Information, 1400 Pennsylvania Avenue NW., Washington 25, D. C.

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From WAR *to* PEACE

A Challenge

Our total victory over our enemies was the inevitable and just product of our total mobilization for war. The same energies, the same skills, the same cooperation that won the war must now be directed toward the winning of a total and stable prosperity in peace.

The outlook for this peacetime victory is bright, but it will not be won easily nor immediately. There should be no mincing of words. The sudden termination of the major portion of war contracts will cause an immediate and large dislocation of our economy. Our Nation will undergo the shock of considerable, but temporary, unemployment. The severity of this shock is increased by the sudden ending of the war.

In a sense we have exchanged lives which would have been lost in battle for sharp unemployment at home. It is a very welcome swap. We would not reverse it if we could. Nor will we continue the manufacture of useless armaments for as much as one day to cushion the shock. We will not manufacture a single shell, nor a single piece of equipment above absolute minimum military needs, for the purpose of reducing the shock of terminating war work. We will not keep a single soldier or sailor in uniform longer than he is needed by the Army or Navy, in order to hold down the totals of temporary unemployment. This is the policy laid down by the Congress, wholeheartedly carried out by this Administration, and backed by the American people.

This policy may increase somewhat the immediate dimensions of the task. But it is the shortest and most efficient road back. We hope to achieve plant reconversion in a relatively few months, but a full peacetime footing cannot be achieved that soon.

THE ANSWER—PRODUCTION

The job ahead is one of redirecting from war to peace the four main resources from which the wealth of our economy springs: Our manpower, our raw materials, our plant and equipment, and our managerial know-how.

The goal of our economy now that peace has come is in a sense the same as it was in war: *production.*

Only a peacetime production, vastly expanded over anything this or any other nation has ever seen will make possible the attainment of the four major economic objectives which face us in the months ahead. These objectives I conceive to be:

(1) Jobs for all those willing and able to work.
(2) A steadily rising standard of living.
(3) Stabilization of our economy to avoid disastrous inflation or deflation.
(4) Increased opportunities for farmers and businessmen.

In fact, the urgent need to increase peacetime production is the keystone of all the Government's economic policy and planning. Every step taken by the Office of War Mobilization and Reconversion, and every policy and action of the agencies which this office coordinates, is oriented to this central goal.

A DRASTIC CHANGE-OVER

Production for peace is in one way quite different from production for war. During the war, businessmen and farmers had one customer for almost half the Nation's output. The Government not only created the market but specified exactly what kind, shape and size its share of the Nation's output should be. Now that peace has come, the American people as *individual customers* will determine what businessmen and farmers are to produce. Therefore many controls suitable for war are not suitable for the transition.

Wherever immediate removal of controls will help to get expanded production under way faster, they will be removed.

Wherever the removal of controls at this time would bring a chaotic condition or cause bottlenecks, or produce a disruptive scramble for goods, controls will be kept and used.

Their use will be for the protection of the public and business, and to expedite the expansion of production. The sooner we increase production, the sooner we can be rid of all controls.

THE ROAD TO RECONVERSION

The switch from full wartime output to full peacetime output requires a number of positive and immediate steps. The plant and equipment, materials and manpower engaged in war production must be released by immediate cancellation of all war contracts no longer needed.

Terminated contracts must be promptly settled. Plants must be cleared. Businessmen must be ready with their plans for peacetime production and expansion, and must move ahead quickly.

The armed services must be demobilized without delay.

Some controls must be removed to speed reconversion and expansion. Other controls must be retained for exactly the same reason.

Prices and rents must be held in line until an abundant supply and sharpened competition can operate to prevent ruinous inflationary rises.

Wages must also be held in line wherever their increase would cause inflationary prices. At the same time measures must be taken to oppose the rapid shrinking of purchasing power if business is to reach and hold high levels of production and employment. Strikes must be held to a minimum.

A TEST FOR AMERICA

This task will be a test for all of us. Labor has a vital share, so has management, so has agriculture, so has the general public. The Government, as the representative of all elements of the public, will do its part to assist and encourage this great cooperative effort toward prosperity.

We already have gone some distance toward shifting our resources to peacetime purposes. In the 3 months since the victory in Europe, many plants have been released wholly or in part, from war contracts. Some peacetime manufacture has already recommenced. Greater reconversion was not possible because the demands of total war in the Pacific limited the number of plants, the amount of materials and manpower that could be made available for civilian production.

Now we no longer have any major war requirements to prevent our energies being directed toward peacetime prosperity. The moment of great challenge and opportunity is here.

The next few weeks and months we shall have many decisions to make. We cannot make millions of job shifts, cut off billions of dollars in war contracts, radically change the character of our national output, without meeting many unexpected situations. Our basic policies are set. Our strategic objectives are clear. We must be prepared, however, to change and adjust our tactics to meet new problems and take advantage of opportunities as they arise.

THE RECONVERSION TEAM

To assure that the Government can move with the maximum freedom and effectiveness, the Office of War Mobilization and Reconversion is working closely, day by day, with the war and reconversion agencies. It is clarifying procedures and pulling into close alignment, the decisions and actions which affect our economy as a whole.

My predecessors, Secretary Byrnes and Secretary Vinson, inaugurated meetings with the heads of the various war agencies in order to formulate policies and to plan and prepare for reconversion. I have

continued these meetings regularly and, in addition, have established a Reconversion Working Committee of deputies from the executive agencies to insure that the full efforts of the Government are thrown, as a team, into this important task.

I do not minimize the task ahead, but I am confident of the outcome. The American people have overcome the problems of war. It is unthinkable that we should not overcome the problems of the peace.

We know that for a period we shall experience sharp unemployment. This is the inevitable result of men and women being released from war work and the armed services faster than it is possible for business to reemploy them.

But we are not going back to long periods of mass unemployment. Labor is determined, businessmen are determined, farmers are determined, the man in the street and his Government are determined, that we shall put our productive capacity to work producing goods and services for peace. And we shall need these goods, for we have a pent-up demand at home and abroad that together will tax for some time our capacity to produce.

None of our economic planning would be complete without special recognition of the urgent needs of the liberated areas. We must play our part in supplying the minimum requirements to assist these countries to get back on their feet not only to preserve peace and order, but so that once more they can take their place as suppliers and customers in a prosperous world economy.

Our goals will not be reached in a week or a month. But we are taking the first steps toward them. This report makes no attempt to picture a complete program. There is no place in our free economy for a master blueprint which will rigidly prescribe each move at every turn of the road. Nevertheless, careful plans have been laid by various agencies of Government under the guidance and direction of the Office of War Mobilization and Reconversion. They will be revealed by the heads of agencies and by the subsequent acts of these agencies as the Nation proceeds to unwind its wartime economy and to switch to peacetime production.

The Office of War Mobilization and Reconversion is determined to pursue a positive and vigorous course to achieve peacetime prosperity, just as it has in the winning of the war. This interim report sets forth the principles that will guide us in the reconversion.

SIX IMPORTANT QUESTIONS

The next few pages highlight some of the important questions that VJ-Day has raised and gives some specific answers. Following these

highlights are a series of questions and answers covering many of the main points of reconversion. I should warn that some of the figures used are estimates reaching into the future, and as such are subject to error. Nevertheless, they represent the best opinion and calculations of your Government at this time, and the public is entitled to have them.

I. *Military Contracts*

All military contracts are being terminated immediately, except those required for experimental and development purposes and for the maintenance and supply of the armed forces. The War Department is taking immediate action to cut its procurement of aircraft, artillery, ammunition, and other weapons by 94 to 100 percent. The largest continuing item in Army procurement will be in food, and this will be cut as fast as demobilization will permit. Navy reductions will be smaller and more gradual.

II. *Demobilization*

Demobilization from the armed services will return at least 7,000,000 men to civilian life within the next year. At present, the Army is demobilizing at the rate of 170,000 per month. Within several months, the rate is expected to reach 500,000. The Army will demobilize on the same basis as formerly, releasing first those men with longest combat service and greatest number of dependents. The Navy plans to demobilize some of its personnel almost immediately. Both the Army and the Navy will continue to draft, on a reduced basis, some men to replace those of longer service. The Congress will decide on peacetime draft policies when the "cessation of hostilities" is declared.

III. *Unemployment and Manpower*

All controls over manpower are to be removed and the compulsory 48-hour week ended at once. The United States Employment Service will devote its best efforts to finding jobs for displaced workers and veterans and assisting claimants for unemployment compensation.

Unemployment currently is estimated at 1,100,000 persons. This represents the total without jobs on a given day, many of them being persons "between jobs." This total of unemployment is expected to rise to 5 million or more within 3 months; perhaps to 8 million before next spring, as those released from war jobs are joined by large numbers of men discharged from the armed services. Many of the unemployed will find new jobs within a few weeks—others will face extended periods without jobs.

IV. ***Production and Distribution Controls***

Many production and distribution controls will be removed at once. Only those will remain in force which are essential for expediting production, breaking bottlenecks, preventing inventory hoarding, and assuring economic stabilization. Rationing of certain scarce commodites must continue for a while. Restrictions on others will be lifted immediately. Transportation regulations must continue temporarily. How long controls are continued depends on how much and how quickly business can expand its output.

V. ***Price and Wage Controls***

For some period of time the dangers of inflation will be with us. There will be more demand for many kinds of goods and services than business can supply. As long as some materials and products remain seriously short, price ceilings on those materials and products must be maintained as a barrier against inflation. Rent controls also must continue. While price and rent ceilings remain in force, wage stabilization must be continued. Wherever price ceilings will not be endangered, collective bargaining will be restored. Wage and price increases will be allowed to correct substandard pay scales, to relieve hardships of individual workers and enterprises and, where necessary, to stimulate increased production.

VI. ***Legislative Program***

In order to speed reconversion and to mitigate the extremes of hardship during the transition period, a number of legislative enactments are needed. These include: Increased unemployment compensation benefits; revision of the Fair Labor Standards Act to increase minimum wages; tax program to stimulate production and to maintain markets; appropriations for the planning and execution of public works; adequate appropriations for the United States Employment Service and retention of this service under Federal control during the interim of transition.

QUESTIONS AND ANSWERS

DEMOBILIZATION AND THE DRAFT

1. How fast will the Army demobilize its men?

A. As rapidly as possible. At present the Army is demobilizing at the rate of 170,000 per month. The peak probably will be about 500,000 a month. In the course of the next year, the Army expects to return about 5 million officers and enlisted personnel to civilian life. Those who are left will be used for the occupation of Germany and Japan and for the United States bases and home stations.

2. How quickly will the Navy demobilize its men?

A. The Navy will start some demobilization immediately. Eventual total of demobilization will depend upon the peacetime size of the Navy and upon what areas the Navy is required to control.

3. How fast will the uniformed women's services be demobilized?

A. Demobilization of all women's services will follow a pattern similar to that of the men's services. The acts governing enlistment of women require that they be released within 6 months after formal proclamation by the President, or by the Congress, that hostilities have been terminated. Wives of demobilized service men may be released on their request.

4. On what basis, and in what order, will men be released from the armed services?

A. The Army's point system of releases, discharging first those men with the longest and best combat records, and the largest numbers of dependents, will be continued. The present "critical" point level of 85 will be lowered by stages so as to implement this system. The Navy is expected to follow a similar plan. When necessary for increasing essential production, the release of specially qualified men will be speeded.

5. Will the draft be continued in order to provide replacement for occupation and maintenance troops?

A. The draft will continue on a reduced basis, to effect the release of long-service men in the Army of Occupation, until the Congress formally declares the cessation of hostilities. At that time the Congress will determine whether the draft will be continued in peacetime.

6. How quickly will munitions manufacture be halted?

A. Cancellation orders already are going out from the War Department and from the Navy. The Army is slashing purchases of aircraft and weapons by 94 to 100 percent; the Navy by a smaller percentage. The Navy has just canceled ship building contracts which total $1.5 billions. Further cancellations now being made of various types of Navy contracts will total $9 billions. The War Department is cutting its procurement from a total of $2.4 billions a month to $435 millions, of which $268 millions will be for food. All purchases of construction, railway, telegraph and telephone equipment will cease immediately. Gasoline purchases will drop 44 percent, textile items 75 percent. In terms of materials, the Army cancellations will eliminate 99 percent of its steel and 98 percent of its copper and aluminum consumption.

7. Will any munitions contracts be retained in order to cushion the shock of cancellations?

A. No. The War Mobilization and Reconversion Act, as passed by Congress, prohibits continuation of any war contract merely to provide business or employment.

8. What industries previously used by the military can be continued with no change, or slight change of facilities, to produce for civilian consumption?

A. Manufacture of many articles for the military can be continued for peacetime, such as bulldozers and other construction machinery, lumber, drainage pipe and plumbing and heating equipment, processed food, and the like. Mining, smelting, and processing of raw materials such as iron and steel, copper, and aluminum, will likewise continue without the necessity of reconversion. Many industries have also continued on a limited scale to produce their peacetime products, largely for the use of the military, and this production can be quickly expanded for civilian consumption. For example, although some 25 percent of the commercial refrigeration and air conditioning industry capacity was converted to war production of such items as ordnance, airplane engine mounts, etc., the rest of the industry continued to produce at the peacetime rate of $200 million annually, 60 percent of the products for military use and the rest for essential civilian needs. Other industries, such as textile plants, will require relatively small reconversion to expand civilian production.

9. How quickly can reconversion be accomplished?

A. While most plant reconversion can be accomplished within a few months, at least 12 to 18 months may be required to reach the expanded peacetime economy which is needed for full employment. The construction industry will require even longer to organize man-

power, planning, equipment, and supplies to reach the anticipated $15 billion level necessary for a fully employed economy.

10. How will cancellations be distributed and how will plants and workers be notified?

A. In most cases, the cutbacks will be so large that little choice in distributing them will be possible. To comply with the War Mobilization and Reconversion Act and to prevent wastage of valuable materials, no advance notice is possible for VJ-day cancellations.

11. What machinery has been set up to settle canceled contracts?

A. The Office of Contract Settlement, set up by Congress, and contracting agencies have long been working on procedures for speedy settlement of contracts. Some 30,000 contractors and their employees have been trained in special courses and know the settlement methods. Nearly 150,000 terminated contracts, involving canceled commitments of over $22 billion, have been settled to date.

12. What machinery has been set up to speed plant reconversion?

A. Last summer the War Production Board moved to permit preliminary reconversion steps, authorizing experimental models and placing of machine-tool orders. Following VE-day the agency immediately undertook to stimulate reconversion in all plants that could possibly be spared from production for the continuing war with Japan. Shortages of materials, manpower, and, in some cases, facilities resulting from the continuing tremendous needs for the Pacific war have necessarily limited this program. Recently, it has been possible to accelerate the retooling and reequipping of plants. For example, the automobile industry has been granted priority ratings for more than $150 million worth of equipment, construction, and tools. The War Production Board will continue to give priority assistance where necessary to break bottlenecks in reconversion or plant expansion. Detailed plans have been made by the Office of Contract Settlement and the procurement agencies for prompt clearance of war plants.

13. What machinery has been set up to dispose of surpluses?

A. Various Government agencies dispose of surpluses under direction of the Surplus Property Board which was established to formulate policy. A coordinated program has been worked out to get such surplus property into the hands of business and the public as soon as possible, at the same time avoiding disruption of the civilian supply economy. State and local governments, small business and veterans are receiving the priorities to which they are entitled by law.

Through full cooperation between the war agencies and the Reconstruction Finance Corporation, under the guidance of the Surplus Property Board, provisions have been made for speedy disposal of Government-owned plants and equipment through lease or sale.

Negotiations for the disposal of plants and equipment can be undertaken even before the property becomes surplus or work with the facilities has ended. In this way assurances of early civilian production with Government facilities and assurances of employment should be possible promptly.

14. What materials are available for immediate use for civilian production?

A. With a few important exceptions, most raw materials will soon be plentiful. Materials which will continue scarce are:

(*a*) *Rubber.* There will be plenty of rubber, both synthetic and reclaimed, for the industries which can use it. Crude rubber is expected to remain scarce, however, until damaged plantations in the Orient can be restored to production and transportation supplied. Tire supplies will increase but will not be adequate to meet all demands for a few months. A prompt survey will be made of the crude rubber situation, including the relationship between synthetic and natural rubber.

(*b*) *Tin.* Present indications are that large scale supplies from the Far East cannot be expected in less than one year. However, surrender without destruction of facilities may shorten the interval.

(*c*) *Lumber.* Despite reduced military use and increase in available manpower, lumber is expected to be scarce for a considerable period. This situation would impede regeneration of the important construction industry, and Government agencies have started a program to increase production by dealing with price, wage, equipment, and recruitment problems. With an increase in manpower, steps will be taken to put the 10,000 small idle sawmills back into production.

(*d*) *Paper pulp.* The shortage is not expected to end until Swedish pulp is moving into this country in volume.

(*e*) *Coal.* Coal is short, and probably will remain so throughout the winter. Government agencies have recently undertaken a 7-point program to expand production under direction of the Office of War Mobilization and Reconversion.

There will undoubtedly be unavoidable spot shortages in other materials, due largely to production, distribution, and transportation problems.

15. What will be done to assist small business?

A. The Government is providing positive aids to small business during the transition period. Priorities now granted to small business firms will continue in effect until September 30. Thereafter, in granting priorities to break bottlenecks. the War Production Board will give special attention to bottlenecks affecting individual small busi-

ness firms. The Smaller War Plants Corporation has a Government priority enabling it to buy surplus equipment and materials for resale to small business, and will aid any small businessman in locating surplus property which he needs. These aids will be extended to veterans who desire to open a business. Financial as well as technical aids will be provided. The OPA Reconversion Pricing Program provides a simple method for small businessmen to compute their own ceilings, subject to OPA review. The specific exemption under the Excess Profits Tax will be increased from $10,000 to $25,000, effective on January 1, 1946. The loan powers of the Reconstruction Finance Corporation and the Smaller War Plants Corporation are available to small business.

16. Will the Government continue to control production and distribution?

A. Wartime controls on production and distribution were imposed for the purpose of eliminating or reducing nonessential production and assuring an orderly distribution of scarce materials and components. Our peacetime goal of maximum production can be best attained by relaxing controls as early as the supply situation permits. However, the premature removal of controls could impede rather than stimulate production through a scramble for materials in short supply with consequent unbalanced production, inventory hoarding, black-market operations, and danger to the entire stabilization program. The policy of your Government is, and will continue to be, directed toward removing controls as quickly as possible. The criteria in implementing this policy include not only the threat of maldistribution and unsound inventory accumulation, but also positive assistance required to break bottlenecks, expand essential production, help small business, enlarge necessary facilities, and assure the most essential production where assistance is absolutely necessary. Some controls will be exercised where needed for assuring the production of low-priced items. More than 200 WPB orders and regulations outstanding on VE-day have already been revoked. Mr. Krug will issue a detailed statement on the reconversion plans of the War Production Board.

MANPOWER AND EMPLOYMENT

17. What will be the amount of unemployment in 3 months? In 6 months?

A. Perhaps as much as half of the 8 million workers now employed in war plants will be able to stay with their present employers to produce civilian goods of the same kind they are now making for the armed forces. The number who will be laid off, during the next 2 months, is estimated to be about 4 million. The total amount of unemployment will depend on the rate of demobilization of military personnel, and how rapidly reconversion can be accomplished in war

plants and how quickly other civilian activities can be expanded. It is expected that there will be 5 million or more unemployed in 3 months. By spring unemployment may reach about 8 million.

18. What opportunities for employment are now expected to increase sharply?

A. Employment in the production of consumer durable goods such as automobiles, refrigerators, and washing machines will increase promptly and expand rapidly. A substantial increase is also expected in employment in trades and services, in which 11 million persons already are working. There will be a gradual but steady rise in the field of construction. Likewise, an increase in employment opportunities is expected in lumber, mining, clothing, and leather, and at least temporarily in railroads.

19. Will many people drop from the labor market and not seek new jobs when their war plants close down?

A. Yes, substantial withdrawals from the labor market are expected within the next few months, thus helping to ease the problem of finding jobs for those who need them. There are now 3,500,000 women employed who, except for the war, would not have been employed. Many of these are housewives who took jobs while their husbands were in the armed forces, or who worked for patriotic reasons. Besides these, there also are the over-age workers who would normally be retired and youths of school age. During the war, from all sources, the total labor force increased 7 million above the normal growth. From these groups, it is anticipated there will be withdrawal of about 2 million by the end of the year.

20. What manpower controls will be lifted?

A. All manpower controls are to be lifted immediately, including the compulsory 48-hour week, and in their place voluntary community action to speed reconversion will be substituted. The full facilities of the United States Employment Service will be made available to all employers, including those for whom services were formerly restricted because of war requirements. The Employment Service will cooperate with labor-management committees and community groups to develop and carry out programs for recruitment of workers for industries whose immediate expansion is vital to reconversion. Mr. McNutt, Chairman of the War Manpower Commission, will issue a more detailed statement.

21. What assistance will be given displaced workers in finding new jobs?

A. Workers who lose their jobs will be given every possible assistance by the United States Employment Service. Increased emphasis will be given by USES in communities throughout the country to job counseling and other personalized services to assist job seekers in

adapting their wartime experience to peacetime job opportunities. Displaced war workers, many of whom have migrated during the war, will be guided to other communities where civilian production has expanded. Every city, town, and village is expected to cooperate in this effort to find jobs.

22. Will unemployment compensation be available to displaced war plant workers?

A. Most war plant workers are covered by State unemployment insurance. The Social Security Board reports that 30 million workers will be entitled to unemployment compensation if they lose their jobs. However, there is a sizeable group without such protection, including workers in Government installations such as Army arsenals and Navy Yards, maritime workers, domestics, agricultural employees, workers in charitable, religious, and nonprofit organizations, Government employees, and self-employed persons. There are also roughly 2.5 million persons employed in small establishments not covered under State unemployment insurance laws.

23. How do unemployed workers obtain the compensation due them?

A. There are four requirements which must be met before a job seeker is entitled to unemployment compensation: (1) He must have worked for an employer covered by a State unemployment compensation law and have earned enough to qualify under his State law. The length of time and wages required vary in the different States. (2) He must be unemployed. (3) He must be able, willing, and available for work. (4) He must register with the USES for a job. No person is entitled to unemployment compensation if he refuses any "suitable" employment. The definition of "suitable" varies from State to State.

24. Is a person who intends to quit the labor force eligible for unemployment compensation?

A. No. One of the requirements is that a person must be out of work and registered for a new job, must be able, willing, and available for "suitable" work. Thus, women who intend immediately to go back to being housewives are not entitled to compensation, nor are people on vacations entitled to such compensation.

25. How much compensation is paid and for how long?

A. The State laws differ considerably. In such States as New York, New Jersey, Maryland, and Washington, eligible workers may receive benefits for as long as 26 weeks, but in some States the maximum is as low as 14 or 16 weeks. The size of the weekly payment, in all the States, depends on previous wages, and usually is equal to from one-half to two-thirds of previous weekly earnings, within certain minimum and maximum limits. The maximum payment varies

from $25 or more in such States as Michigan, Washington, and Connecticut, down to $15 or $16 per week in 14 States. As of August 11, 1945, approximately 190,000 persons were drawing unemployment compensation, and the average weekly payment was about $18.

26. What provisions are being made to provide adequate unemployment compensation?

A. The President has requested the Congress to enact legislation whereby the Federal Government would supplement unemployment benefits in the various States. Bills already introduced in Congress would guarantee a maximum of 26 weeks of payments in any benefit year, a maximum of $25 a week in every State, and extension of coverage to include Federal employees and maritime workers. The bills would also provide Federal funds to pay benefits to workers in small establishments, or other types of employment not covered by present laws, in States which wish to do so.

27. What does a veteran do to get his old job back?

A. If the veteran held a position other than temporary, usually he need only to apply to his old employer, who, in accordance with the Selective Training and Service Act, will reemploy him in his old job, or in a position of like seniority, status, and pay. If any questions arise, his local Selective Service Board will advise him of his rights and assist him in establishing them.

28. Do veterans receive the same unemployment benefits as other unemployed workers?

A. The Servicemen's Readjustment Act, known as the "G. I. Bill of Rights," provides for payment of special Readjustment Allowances to unemployed veterans. The payment amounts to $20 per week. All unemployed veterans who have satisfactorily completed 90 days of service in the armed forces are entitled to these payments, regardless of whether they have ever worked in employment covered by State unemployment insurance laws. Readjustment allowances continue for a period of from 24 to 52 weeks, depending on length of military service. Most veterans have enough service to be eligible for 52 weeks if unemployed that long.

29. What other special assistance is available to veterans who return to civilian life?

A. About 10,000 Veterans' Information Centers are operated by Selective Service local boards, the United States Employment Service, and the Veterans' Administration to advise veterans on problems connected with their return to civilian status. The Government agencies whose regulations affect business give special preference to veterans who are entering new businesses, in connection with purchase of materials and equipment, the pricing of products, and the acquisition of Government surpluses. The "G. I. Bill of Rights" also con-

tains several important provisions. The first $2,000 of any private loan to a veteran for purchase of a business, a home, or a farm is guaranteed by the Veterans' Administration. Veterans who wish to continue education interrupted by the war may receive tuition and subsistence allowances. Disabled veterans receive free hospital care and pensions; to assist them in returning to employment, they are entitled to artificial limbs and other appliances, vocational training in new occupations, and special placement assistance from the Veterans' Administration.

TRANSITION AND THE CONSUMER

30. Will rationing have to be continued?

A. Some consumer rationing can be dropped immediately. Details will be announced by Price Administrator Bowles.

With many controls over materials and manpower removed, it is expected that manufacture of many items will be at a high level within 3 to 6 months. This does not mean there will no longer be shortages. There will not be enough automobiles and new housing for a much longer period of time. Manufacture must continue at a high level for at least a year to two years before there is a sufficient supply of such items to meet the demand which has been building up since Pearl Harbor. Shortages of certain raw materials, such as tin and crude rubber, will limit some production.

31. Will supplies of clothing begin to increase soon?

A. Yes. Supplies to consumers will increase as military purchases are reduced. In addition, some increase in total production is expected in the near future. The immediate reduction in Army buying of textiles will be as much as 75 percent. Their need for cotton textiles, for instance, drops to 20 percent of what they had on order on VJ-day; the need for woolens will drop to 22 percent, and yarn requirements, to 30 percent. In spite of these facts, however, some lines of textiles will continue scarce for months.

32. Will there be more coal, heating oil, and kerosene?

A. Heating oil and kerosene may still be somewhat short, although supplies will increase gradually. To expand production of coal the Office of War Mobilization and Reconversion has directed that a 7-point program be undertaken by various Government agencies. Moderate shortages, however, may persist well into the winter.

33. Will surpluses of consumer-type war goods be available to civilians?

A. Yes, many items eventually will be available. Most of them will be sold through regular trade channels. The armed services themselves, since they cannot be demobilized overnight, will be using up large quantities of their stocks of consumer-type goods.

34. When will it be possible to get better home services, laundry, deliveries, repairs, etc.?

A. Do not expect a return to the prewar standard of service immediately. Better home services, laundry, deliveries, repairs, etc., will come, but they will depend on the rapidity with which workers are rehired into these fields, which have been seriously understaffed throughout the war. In addition, repair parts and new trucks can be provided only as production rises.

35. Will the load on transportation facilities be lightened now?

A. The passenger load on the railroads and buses will not be lightened for some time and may even increase with mounting demobilization rates. Restrictions on railroad passenger travel are not expected to be lifted in the immediate future. The major relief in sight is that afforded by the greater use of private automobiles which will come with the end of gasoline rationing. The movement of freight over railroads is expected to continue heavy for several months.

STABILIZATION

36. Will wartime inflationary pressures continue?

A. Yes. The United States will be faced with the forces of both inflation and deflation in the coming months. Scarcities will continue for automobiles, houses, washing machines, refrigerators, tin, lumber, and many similar products. Other items such as textiles, sugar, meats, fats, shoes will be in short supply for some months. As long as this situation exists, removal of price control would surely result in a sharp increase in prices. On the other hand, elimination of overtime, shifts of workers to nonwar industries, and unemployment will result in slackening demand for a while, thus creating an illusion that inflationary dangers are past. The danger of inflation will persist until reconverted facilities can turn out supplies in sufficient quantities to satisfy demand.

It will not be easy to combat both inflation and deflation simultaneously, yet that is the challenge facing the country.

37. Will price and rent controls be continued?

A. Yes. The greatest single danger to an orderly reconversion lies in the threat of inflation. We cannot and must not repeat our folly after World War I. A firm stabilization program must be continued. Price controls on some luxury products have been lifted and others will follow as supply increases sufficiently to justify such action. Price ceilings will be maintained for most products and commodities in short supply. Rent ceilings also must remain in force in some areas. Only through such policies can the cost of living be restrained from a further rise. The Office of Price Administration will grant individual adjustments in hardship cases, establish simple procedures, provide

special procedures for small business, and flexibly adapt its policies to changing conditions.

38. Will wage controls be continued?

A. As long as there is a threat of inflation the "hold the line" stabilization program must be followed. Neither prices nor wages can be given free reign while scarcities prevail on a wide front. Collective bargaining will be restored with safeguards to protect the stabilization program. Wage adjustments which will not increase prices will be permitted. Where necessary to raise substandard pay scales, relieve hardships from severe declines in take-home pay, and stimulate increased production of essential products, both wage and price adjustments will be granted.

39. Will foreign trade be free immediately from wartime restrictions?

A. Only to a limited extent. Export licenses must continue in force for many commodities. It is expected that the bulk of supplies to be shipped abroad can be supplied without priorities assistance. However, where necessary to meet essential needs of liberated areas, priority assistance will be used.

40. Will we continue to provide relief and rehabilitation to the liberated countries?

A. To preserve peace and order, we must assume our share of responsibility for meeting the needs of the liberated areas. Victory in the Pacific does not lessen the hunger of the liberated people of Europe and adds the needs of the liberated areas in the Pacific. Needs for food, textiles, coal, transportation and machinery will become more urgent as winter approaches. The 1945 European harvest, for instance, is expected to be 10 to 15 percent below that of last fall, and millions of Europeans are living on rations that provide less than the bare minimum requirement of 2,000 calories per day. As long as men remain hungry or cold, they cannot perform the physical labors which are required to rebuild their countries and restore their economies.

Cutbacks in military requirements should release somewhat larger quantities of supplies for shipment to the distressed countries. In addition, increased amounts of transportation equipment, machinery, etc., now can be allocated for transfer to countries which depend on them for immediate rehabilitation.

The President, in his report to the Nation on the Potsdam Conference, made it clear that the United States must play its part in providing the means to help liberated Europe regain her feet.

41. Will demands for United States food fall off sharply?

A. There will be changes in demand for some commodities, but total food needs will continue to be very large. United States farmers

will need to keep up all-out production in the months ahead. In fact, total needs during the coming year will probably still exceed the supply of meats, fats and oils, sugar, and some of the other important food commodities. There can be no slackening now on the farm front, and as industrial plants convert from war to peace production farmers can expect more machinery and equipment with which to do the job.

42. How about farm prices?

A. Good demand for most farm products is assured for some time ahead. Moreover, Congressional action provides price supports for many commodities for 2 years after final peace. These commitments will be carried out.

43. Will full United States farm production be needed again next year?

A. In general, there will be need for abundant production in 1946. Before the Secretary of Agriculture announces next year's production goals, he will reappraise the United States and world situations carefully to determine any shifts within the total production pattern which may be needed. In the meantime, our farmers will continue their full production efforts.

44. What steps are being taken by the Government to stimulate home construction?

A. The Office of War Mobilization and Reconversion has created an Interagency Committee on Construction under the chairmanship of a construction coordinator. This committee is taking steps to speed the revival and expansion of the construction industry. In addition, the National Housing Agency and its operating units will act promptly to stimulate expansion in new housing construction to relieve existing housing shortages and to provide jobs, production and investment in the reconversion period. The established goal of starting 400,000 new houses in the 12 months ending next July will be stepped up.

The Federal Housing Administration has authorization to insure mortgages up to $2 billion on new private housing. The member institutions of the Federal Home Loan Bank System have an unprecedented volume of funds available for financing new home mortgages. The Federal Public Housing Authority has outstanding contracts to assist in construction of approximately $100 million in low-rent public housing projects, which were deferred at the start of the war.

45. Will censorship be lifted?

A. All censorship within the United States has been lifted. However in areas outside of the continental limits of the United States, censorship is under the control of the Army and the Navy and will be lifted at a later date.

46. Will Lend-Lease be stopped at once?

A. All Lend-Lease programs are under review and it is planned to stop all Lend-Lease shipments except to those countries involved in supplying troops stationed within their borders, or involved in the shipment home of troops for demobilization.

U. S. GOVERNMENT PRINTING OFFICE: 1945

THE ROAD TO TOKYO & BEYOND

WOMEN'S BUREAU
JUL 1 1945
DEPARTMENT OF LABOR

TO THE PRESIDENT, THE SENATE
& THE HOUSE OF REPRESENTATIVES

By the Director of

WAR MOBILIZATION AND RECONVERSION

July 1, 1945

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U. S. GOVERNMENT PRINTING OFFICE • WASHINGTON • 1945

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LETTER OF TRANSMITTAL

OFFICE OF WAR MOBILIZATION AND RECONVERSION,
Washington, D. C., June 30, 1945.

The President.
The Honorable The President of the Senate.
The Honorable The Speaker of the House of Representatives.

SIRS: As Director of War Mobilization and Reconversion I hereby submit my quarterly report in accordance with the requirements of the Congress as set forth in the War Mobilization and Reconversion Act.

Respectfully,

Director.

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I

FACES TURNED WEST

Three months ago, when Justice Byrnes submitted the OWMR second quarterly report to the President and the Congress, America was looking anxiously across two oceans.

We were looking eastward across the Atlantic, where war in Europe was rushing toward its climax; and westward across the Pacific where the pace of war was slower, but no less costly.

Now, with the fighting at an end in Europe, the face of America turns westward, and we look across the Pacific toward Japan. The objective has been clearly established by President Truman:

> **"The primary task facing the Nation today is to win the war in Japan—to win it completely and as quickly as possible."**

That is the objective, that is the primary task. And it would seem that our problems would become simpler with the cessation of fighting on one front, and the ability to concentrate all our energies against a single enemy. Militarily, this is probably true. Economically, it is not. For VE-day brought with it some peculiar problems for our national economy.

With two major wars on our hands, against two of the world's most potent powers, national economy was geared to all-out war. It was a grim race to produce—desperately for defense, produce feverishly in order to catch up to our enemies, produce overwhelmingly for the knock-out blow in Europe.

Now the knock-out blow has been dealt, the war against Germany has receded into history, and World War II has been narrowed to one front. And this narrowing brings with it certain subtle changes to the inflexibility that had been imposed upon our industrial machine. This does not mean any relaxing of spirit or determination:

> **War production scheduled for the prosecution of the Pacific War must be met. No American forces have gone or will go into battle stinted of equipment, because of production failure.**

That is the job ahead, a job of sobering magnitude, a job of indeterminate length. But even while that job is being done, we must

make our economy flexible enough to encompass other jobs, completely different in nature, yet comparable in magnitude.

While we plan and produce for the destruction of Japan, we must plan and produce for the rebuilding of Europe, the rebuilding necessary to help Europe get back on her feet, so her countries will be restored to economic health and stability. While we keep up pressure for sufficient manpower to produce the equipment needed to beat Japan, we must gear our economy to the absorption of the increasing number of workers who will be laid off as cut-backs gain momentum. While we must keep our sights and our energies firmly fixed on the primary objective of victory, we must work toward transition, the kind of well-timed transition that will prevent depression from coming to us as the guest of peace.

These things we have been planning for and must plan for even more vigorously. Now, with final victory in sight somewhere down the road, we must look ahead to a destination beyond victory, to the kind of America in which the victorious members of the armed forces, together with all citizens, may enjoy the fruits of their bitterly-fought, hard-won victory.

Our obligations include:

1. Making a durable peace so that the sons and daughters of our fighting men will not have to fight another war.
2. Building a vital, invigorated peacetime economy in which there will be goods and jobs for all.

Those obligations have been solemnly accepted. Work toward their fulfillment has been started, is well under way now, and will be carried on at accelerated pace. This work at present is travelling down five main highways, highways which promise to converge at the ultimate goals of a world of durable peace, and an America of unprecedented prosperity. They are:

1. **Meet all requirements of the all-out Pacific War.**
2. **Reconvert and expand civilian production as fast as possible, both to increase the supply of goods, and provide jobs for those who have been released from the armed forces and from war work.**
3. **Protect human resources as far as possible in the inescapable shock of reconversion.**
4. **Provide food and aid that will help the liberated countries lift themselves to their feet and once more become self-sustaining.**
5. **Work toward a high-level economy so America can know, in peacetime, the twin blessings of abundant production and full employment.**

II

FINISHING THE JOB

Laying the Road to Tokyo

Three years ago, while Great Britain and the United States were locked in a death struggle with Germany, Japan rolled victoriously across the great distances of the Pacific and Asia until she controlled 17 million square miles of land and ocean!

Today she has been squeezed back to 7 million square miles. But those last 7 million square miles are the hardest. They're closest to home base for the Japanese, farther from home base for us. They are defended by the strongest and best equipped of all Japnese forces. Engaging these troops and destroying them, forcing the capitulation of Japan, involves the greatest movement of men and matériel ever undertaken.

In this vast transfer of men and supplies, we shall move 3 million troops out of Europe and many of them half way around the world, together with the necessary matériel and supplies. Soon we shall have nearly 6 million men in all branches of the service in the actual theater of combat.

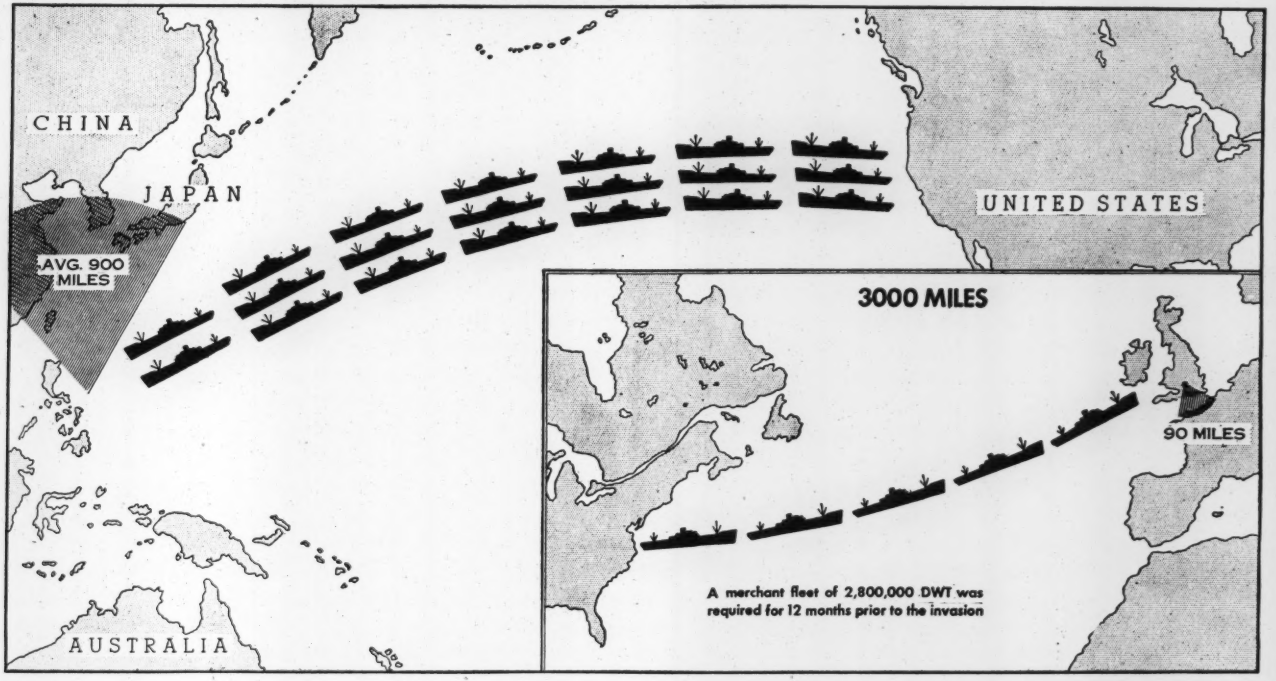
Manila, our large advance base, is 6,200 miles from San Francisco and 14,000 miles from the major European ports. To land on the European Continent, our main force had only to cross the English Channel; in contrast, Manila is 1,760 miles from Tokyo. (See map: The 6,000 Mile Bridge Across the Pacific . . .)

In waging war against Japan, we must build airfields, fuel depots, road and rail lines; we must clear or build harbors; we must construct power plants and power lines; we must provide barracks; we must build hospital facilities larger than the combined medical resources of New York and Chicago.

The Army Service Forces and the Army Air Forces will obtain heavier ammunition and bomb supplies than were used in the war in Europe. We shall be able to drop as much as 10,000 tons of bombs upon Japan in a single day, or double what Germany got during the days of heaviest assault. The ferocity of the war in the Pacific is such that more artillery ammunition will be expended there—as the battle for Okinawa indicates—than was used in Europe. Fully 3 million shells were fired in Okinawa. Some of the newer Japanese hide-out caves are built on two levels, and hence enormous firepower must be used to drive out or kill Japanese concealed in them.

THE 6,000 MILE BRIDGE ACROSS THE PACIFIC...

Requires several times as much shipping capacity, spanning twice as many miles, as the Bridge Across the Atlantic. And the average distance from the staging area to combat zones is ten times as great.



The Needs of the Armed Forces

Prior to the crossing of the Rhine, munitions production schedules called for total output of $61 billion in 1945, about equal to the 1944 achievement. This total was distributed fairly evenly through the year. In a series of successive cuts, which began shortly before VE-day, the 1945 program was reduced to about $50 billion. After a gradual decline in production during May and June, the schedules call for a faster drop, with production scheduled to stabilize in mid-1946 at a rate one-third below early 1945.

Combat operations by the Army Service Forces and Army Air Forces have been most directly affected by the end of European hostilities and they have cut their schedules accordingly. Planned procurement for the ground army (ASF) in 1945 has been reduced 30 percent since victory in Europe became imminent. Production in the quarter just begun will be 21 percent below the first quarter rate and continued declines will bring the drop to 33 percent by the middle of 1946.

Chiefly as a result of reductions throughout the Army Air Forces program, total procurement of aircraft and related equipment for Army and Navy in 1945 will be one-sixth below the plans based on two-front war. By the fourth quarter of this year, procurement under the Aircraft Resources Control Office, the agency responsible for programming this category of munitions, will be nearly down to the planned one-front war level—24 percent below the January–March rate. In December 1945, we shall be producing 4,800 planes—2,600 Army and 2,200 Navy—as compared with the 6,700 planes—4,600 Army and 2,100 Navy—last January.

The Navy

In 6 years, we have multiplied our Navy by 32 times. Today it has 46,130 ships, excluding smaller craft, more ships than there were in all the merchant fleets of the world in 1939. The Navy's stream of supplies is composed of over 5 million items, varying from barometers to floating dry docks.

To keep one tanker a day delivering fuel oil from the Netherlands West Indies to the Philippines requires 40 tankers en route, 40 tankers in return, and 20 tankers waiting to be loaded and unloaded.

Ships are being driven at a rate and under pressure that no fleet was ever driven before. Destroyers designed to be overhauled after 40,000 miles have been at sea for 250,000 miles. Ships normally under way 30 percent of the time have been under way 75 percent of the time. The problem of repair and maintenance thus becomes greater and more difficult.

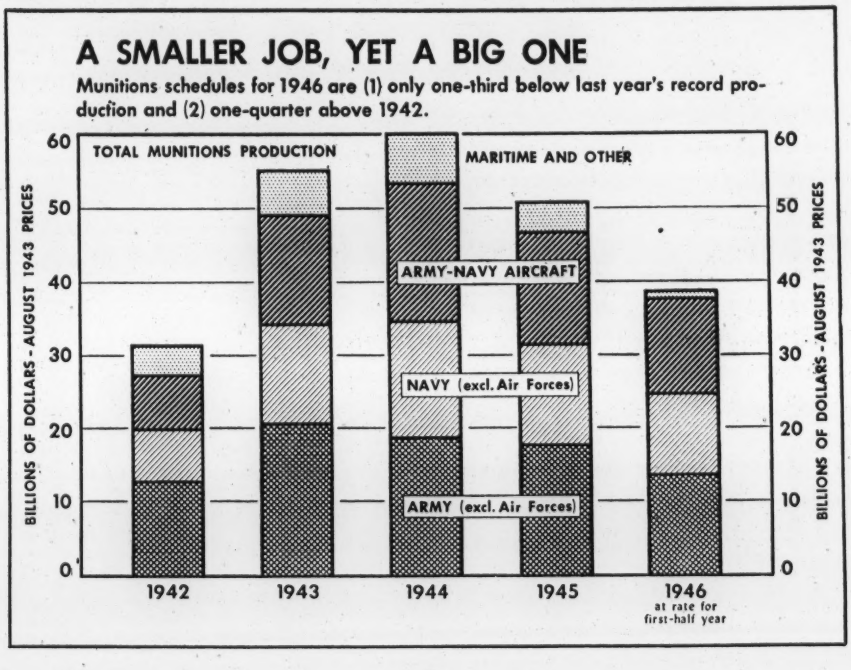
Neither the Navy program nor the merchant ship program of the Maritime Commission has been much affected by the end of

the European war. Navy production (excluding aircraft) is scheduled to continue the gradual taper planned before VE-day, declining only about 12 percent from the first to the fourth quarter of 1945 and falling another 10 percent in early 1946. One important component of the Navy program has a trend counter to the rest. Because of the Japanese suicide planes, and because our ships are operating closer to the Japanese mainland, ship maintenance and repair are rising fast.

Even before VE-day, the construction of merchant ships was slated to fall rapidly during 1945 and 1946. Dry-cargo vessels and tankers, available or scheduled for delivery soon, appear adequate to meet military and essential export requirements. Unless unforeseen difficulties develop in the Japanese war, the gigantic merchant shipbuilding program will cease entirely by mid-1946, after delivery of 55 million dead-weight tons of ships in 6 years.

Notwithstanding the declining contour of the munitions program, the production job is still big. Indeed, by the standard of any other nation of the world it would be impossible. A year from now, munitions production is still scheduled at a rate of nearly $40 billion a year. That is nearly twice the estimated production of Germany at its peak. And it is far larger than the volume attained in this country in 1942—the year immediately after Pearl Harbor. (See chart: A Smaller Job, Yet a Big One.)

The Office of War Mobilization and Reconversion has made every effort to insure the translation of reduced military needs into reduced



requirements so that available resources may be released promptly for civilian production. I have frequently conferred on these matters with the Joint Chiefs of Staff and received their earnest cooperation. The Joint Production Survey Committee, designated by the Joint Chiefs of Staff, has rendered distinguished service in constantly reviewing all procurement programs. The Under Secretary of War has designated a special board to review all War Department programs in the light of the current military situation. In addition, of course, the services themselves maintain well-developed control procedures.

It is axiomatic that an army which does not have adequate supplies loses lives—and battles. Come what may, our armed forces have and will continue to have first claim upon the Nation's manpower, production, and resources. A declining volume of military procurement must not be confused with a declining urgency for military orders.

Problems of Supply and Production

There are four major classes of problems, which, if not effectively handled, could interfere with meeting of war production schedules:

1. Shortages of materials and components;
2. Labor shortages;
3. Technological problems: Production difficulties are an inevitable accompaniment of new products or design changes in old products, and it always takes time to get a newly-developed or newly-modified item up to the scheduled rate of output;
4. Changing military requirements: As long as the war goes on, battle experience will dictate sudden increases in requirements for some types of weapons or equipment at a time when requirements for other types are declining.

At the moment, there are a few top-urgency problems in munitions end-products. In radar and in jet engines, the big problems are primarily in design, but there are minor problems relating to the production of alloy metals. Basically, the problems of maintaining production at the rate required for the war against Japan lie primarily in the fields of manpower and specialized materials shortages.

Repairs for shipping are of top urgency. A ship out of action, until it rejoins the fleet is, for all practical purposes, a ship sunk. Battle damage during the first quarter of 1945 was substantial. At the present time, lack of shipyard labor is the principal cause for delay in returning battle-damaged ships to action.

Essentially, the tasks of the period ahead will be to assure priority for munition production, to prevent flight from war production, and to maintain a strategic margin for emergencies.

III
HOW AND WHY OF RECONVERSION

The coming of VE-day did not change the American economic environment overnight, as many persons had erroneously expected. The Army and Navy did not cancel contracts wholesale, plants did not shut down everywhere, mass unemployment did not develop, and store windows did not suddenly sprout new refrigerators and washing machines. So notwithstanding that VE-day occurred on May 8 and that some cut-backs had been instituted even before the German capitulation, curtailment in war production to date has been modest.

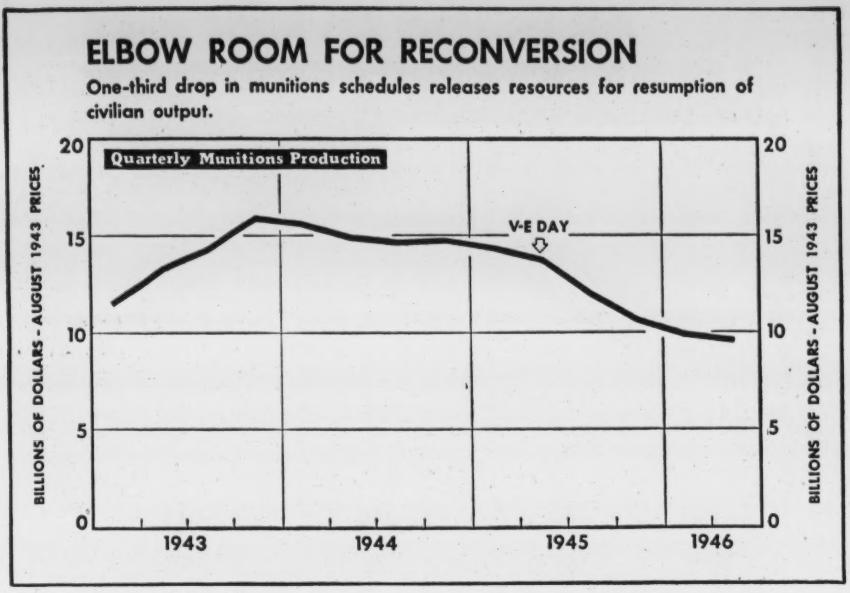
The reason for that is redeployment logistics. When tanks, heavy guns, engineers' supplies, and other equipment are moved from Europe to the Pacific, they first must be freighted to a European port of embarkation, then disassembled for shipping, then methodically loaded aboard ship so as to facilitate unloading, and then in many cases shipped back to the United States for reconditioning after which the freighting, disassembling, crating and loading process occurs all over again.

Drop Will Be Rapid

Such detailed operations are time consuming and explain why, in the early months of redeployment, most supplies have to go to the Pacific directly from U. S. factories. Once, however, European stocks begin to move in large volume to the Japanese front—once the pipeline is filled—the draft on the domestic production will decline rapidly. This is borne out by the official munitions schedules approved by the Joint Chiefs of Staff.

From now on, the drop in munitions schedules is rapid. In the 3 months since March (peak month of the year), munitions production dropped about 10 percent but for the current 3 months it will be down 20 percent from the March level and by the end of the year about one-third. As a result, productive capacity, materials and manpower will be released in virtually all durable goods industries right down the line through basic raw materials and components. This assures elbow room for reconversion. (See chart: Elbow Room for Reconversion.)

Unless insurmountable bottlenecks occur, it seems reasonable to expect that within the next 6 months the first automobiles, refrigerators, and washing machines will again appear on dealers' floors but



in such limited quantity that they won't stay there for long. But a year from now the rate of production of civilian hard goods—including both producers' and consumers' goods—probably will exceed the 1939 level, but will still be well below the 1941 high.

The process of resuming civilian output may be likened to getting the square pegs in the square holes and the round pegs in the round holes, applying to materials and machinery as well as manpower and management. Because it is a job of putting parts of the economy together in a series of successive adjustments, a perfectly synchronized change-over is too much to expect. The war production line that closes down today won't be set for civilian goods assembly tomorrow. Nor can each worker who gets his discharge slip from a gun factory on Thursday expect to have a new job in a refrigerator plant on Friday.

It will take time to unwind the complicated war production machine: to terminate contracts; acquire and build warehousing space for Government-owned inventories and equipment; clear plants; release production controls; rearrange tools, dies, and fixtures; shift the flow of materials and components from munitions industries to peacetime plants; reestablish sales offices and sales contacts; relocate workers, both geographically and industrially; take the necessary steps to establish the rights of returning veterans.

Size of the Job

The statistical magnitude of the task is imposing. Today the Federal Government is the biggest single customer in the greatest

national market in history. Out of total production of goods and services of more than $200 billion the Government spends $90 billion for war. But eventually most of that government buying will cease and private purchases by producers, wholesalers, retailers, and ultimate consumers must take up where the Government leaves off.

However, although Government buying amounts to nearly half of the total now, by no means will half the economy be disorganized when the Government curtails its expenditures. In the first place, the Government buys a great many items that are essential in peace as well as war: clothes, transportation, construction equipment, services of all kinds. Thus many of our industries which have been selling directly to the Army and Navy have kept in practice in their peacetime art; and workers in such plants may continue in the same plant under the same foreman.

How Many Will Be Affected by Reconversion

Furthermore, such occupations as farming, transportation, public utility work, printing and publishing, retail trade, mining, Government employment (except in war agencies) are not directly affected by physical reconversion. **If we are successful in maintaining a high volume of private production and consumption, most jobs should continue:**

Jobs Not Affected by Physical Reconversion

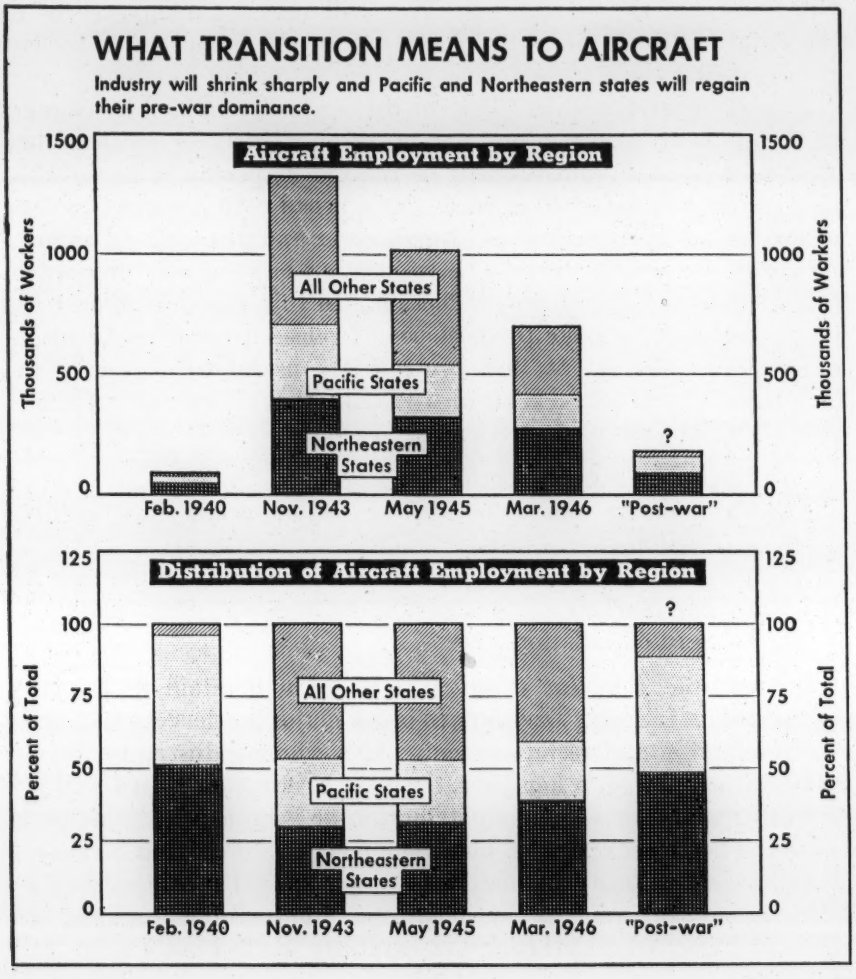
Agriculture	7,750,000	
Transportation and utilities	3,800,000	
Construction	600,000	
Mining	800,000	
Trade and service	11,400,000	
Manufacturing:		
Iron and steel	800,000	
Machinery	2,000,000	
Other (mostly soft goods)	7,700,000	
Government (excluding war agencies, arsenals and navy yards)	4,400,000	
Miscellaneous	5,350,000	
		44,600,000

Jobs Most Likely To Be Affected by Cutbacks

Aircraft	1,600,000	
Ships	1,300,000	
Ordnance and signal equipment	1,800,000	
War chemicals	300,000	
Federal war agencies	1,600,000	
		6,600,000
Total employment		51,200,000

The size and the complexity of the problem of industrial reconversion should be neither exaggerated nor oversimplified. Manufacturers have cleared their plants before, they have tooled, retooled, and set up assembly lines many times.

When war contracts were originally let, it was the prime contractor who usually decided, on the basis of his knowledge of industry, where to place subcontracts, and his suppliers made the same decisions about their sources of supply. Now, as contracts are cut back, suppliers will also be cut back. This process gives some assurance of semiautomatic balance in the release of facilities. When the automobile company making tanks is released, it is likely that body builders, axle manufacturers, and so on will also be released. In other words, the very process of unwinding will be in accord with the general industrial pattern of the country.



Outstanding exceptions to this generalization are aircraft, shipbuilding, magnesium, aluminum, and other industries in which wartime expansion was enormous and conformed to no prewar industrial pattern. Aircraft illustrates the point. It is estimated that at most 10 percent of the existing airplane-building capacity and even a smaller portion of the new plants in the interior will be used to produce aircraft for peacetime markets. (See chart: What Transition Means to Aircraft.)

POLICY ON CONTROLS

The impocts of cut-backs will be decidedly uneven by industry and area. For example, shipyards engaged in ship repair for the Navy and plants making B–29 Superfortresses are certain to be kept busy longer than plants making products whose schedules go down sharply. Similarly, releases of steel, certain chemicals, and other materials will not be of the right types. Nor will released manpower be of the right skills in the right places to run the gamut of industrial requirements.

This is understandable. The cut-backs are determined by changes in Army-Navy requirements, not by what is best for reconversion. Therefore, though controls will be relaxed as promptly as possible, they cannot be relaxed all at once. As a broad policy, controls will be relaxed in advance of releases of manpower and materials in order to cut down the waiting period between a cut-back in war production and the start-up of civilian production. In this, the Government has a responsibility to make the best use of released resources in reconversion. To the extent that controls are useful to that end, the Government will exercise them. Within that frame of reference, controls will be retained where necessary:

1. To protect war production.
2. To promote the smooth flow of materials into civilian production.
3. To give small business equality of opportunity in the race for civilian markets.
4. To ward off inflation.

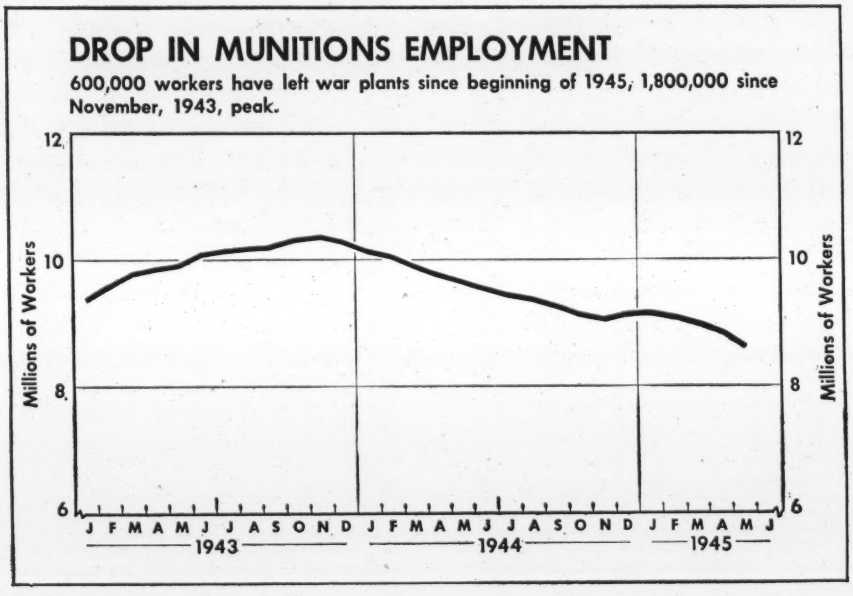
For example, the War Production Board will retain its triple A rating and its Industry Divisions to break major bottlenecks and expedite production and reemployment. If a whole industry is tied up because it cannot get a key part, the War Production Board will try to free capacity, or schedule distribution or issue a priority so as to break the bottleneck; or if a plant is unable to get moving because it lacks a small quantity of materials, again special measures may be taken to prevent unnecessary hardship. For another example, the Office of Price Administration has carefully worked out a price for-

mula on reconversion goods (automobiles, refrigerators, etc.) which will expedite the resumption of civilian production and at the same time will guard against runaway price advances.

Too Much May Mean Too Little

However, during reconversion most industries and plants will have to face hard-to-solve problems that only they, themselves, can solve through their own initiative, imagination and resourcefulness. Although the war agencies intend to give assistance to industry, labor, and geographical areas in which there is acute distress, the main reliance will be on management, workers and local organizations to overcome their particular problems.

The Federal Government does not have the personnel nor the experience to do detailed planning for individual businesses or communities. Moreover, I am sure that neither labor, management, nor local groups want such minute direction from Washington for the country as a whole—though I fear that in particular instances, when local difficulties seem especially severe, there will be protests that "this case is an exception." We must be especially careful lest the exception become the rule, lest we try to expedite so much that we expedite too little, lest we have a repetition of the priorities inflation of 1942, when the Office of Production Management (predecessor to the War Production Board) tried to help everybody and dissipated its energies in diffusion.



MANPOWER IN RECONVERSION

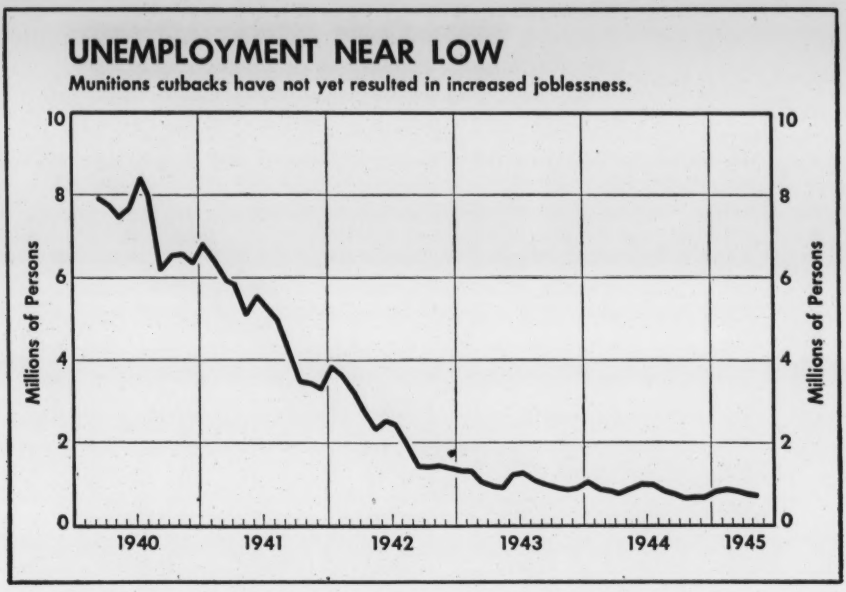
As recently as 3 months ago, manpower was a basic war production bottleneck; 75 war production centers were classified as tight and several critical Army and Navy programs such as heavy ammunition, radar, rockets were running behind schedule because of shortage in skilled and unskilled labor. Today 63 areas are still tight and such industries as ship repair, lumber and textiles cannot reach maximum proportions because of labor scarcity. Yet manpower can no longer be called a basic bottleneck.

As the result of cutbacks in munitions schedules, 500,000 workers have been released from war plants in the 3 months ended May 31, and the rate of lay-offs is accelerating. (See chart: Drop in Munitions Employment.) The impact has been uneven, and in such war production areas as Detroit, Buffalo, and San Francisco workers have lost jobs faster than they have been able to find them. Such local unemployment has given rise to fears of more general unemployment.

However, the declines in munitions employment have not been accompanied by increases in total unemployment. (See chart: Unemployment Near Low.) Unemployment compensation claims are just beginning to increase noticeably. During the war, many industries have been starved for workers—laundries, restaurants, bus lines, railroads, public utilities, retail trade, and so on, and they have been absorbing workers. True, the jobs offered are not always of the same character or at the same rate of pay as munitions work. Nevertheless, it is fair to say that at the moment the laid-off munitions worker does not lack, as a general rule, job opportunities.

Unquestionably, however, in the near future decreases in munitions employment will be accompanied by increases in unemployment. The immediate absorptive capacity of labor-starved industries is limited. The reconversion of industry will tend to lag behind the cutbacks in munitions production, due to the time involved in rearranging plant for peacetime operations. And those jobs which open up may not be in the right locality or of the right type or rate of pay for the laid-off workers.

Inevitably, there will be some distressed areas. Six months from now, the War Manpower Commission estimates that 10 communities will suffer from acute unemployment, largely because reconversion opportunities for closed-down plants in these communities are few. The areas are comparatively small, however, involving less than one percent of the industrial population. (Specific measures to meet this type of situation will be mentioned later.) Generally speaking, however, the supply-demand position in labor will continue in tight balance—as civilian production resumes on an expanding scale. The War Manpower Commission anticipates that 6 months from now



some 29 areas, involving 6 percent of the industrial population, will still be short workers for war production.

War Manpower Commission's Decontrol Program

The War Manpower Commission decontrol program must take these problem areas into account. Therefore, the War Manpower Commission will retain authority to exercise its four basic controls over the hiring and release of workers by (1) putting ceilings on the number of workers in individual plants; (2) giving certain plants priorities in labor referral and directing workers to the plants whose production is most urgent, (3) requiring workers to get statements of availability in shifting from one war job to another, and (4) maintenance of the 48-hour week in certain industries or areas.

Since shifts in war schedules will affect different areas differently and since there are wide variations in the looseness and tightness of areas to begin with, the authority to relax controls is being vested in the area and regional directors, based on criteria set forth in Washington and subject to central review. This is in keeping with the War Manpower Commission policy of decentralizing whenever possible.

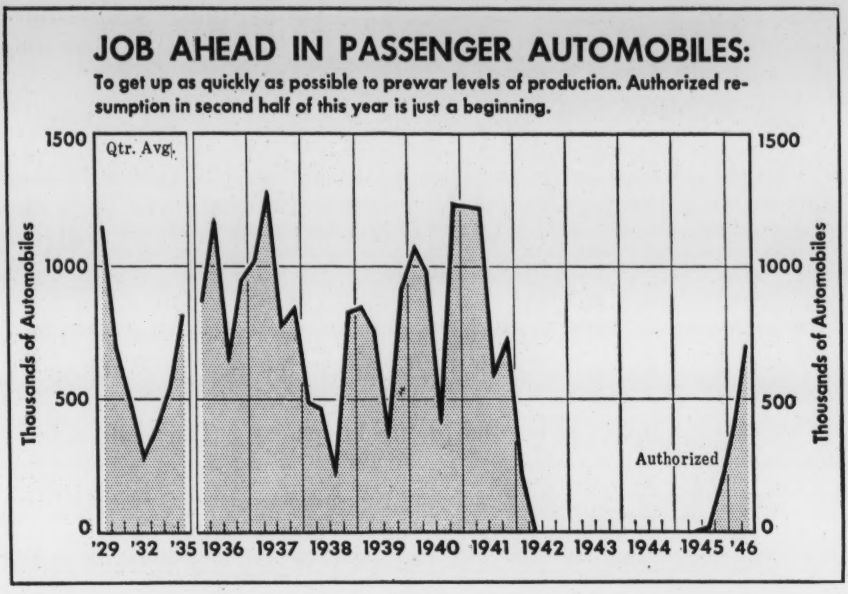
WAR PRODUCTION BOARD CONTROLS

The War Production Board has been gradually removing its controls so as to anticipate releases of manpower, materials, and machinery from war production. Already about 200 out of some 650 orders and schedules have been revoked, and many of the remaining have been simplified. At the same time, operation of the Controlled Materials Plan has been relaxed to permit open market purchases of aluminum

and brass mill products after priority orders have been filled. Beginning this month, the same procedure will apply to steel. The policy of the War Production Board is as follows:

1. War Production Board's primary goal continues to be the fulfillment of war production requirements for a speedy victory in the Pacific.
2. The War Production Board will also assure the maintenance of a sound war-supporting economy. Wherever possible, this should be done without special Government assistance. To the extent and time necessary the War Production Board will grant general priorities assistance to directly war-supporting activities and to production of essential civilian items in such short supply as to endanger the war-supporting economy. When generalized assistance has been eliminated, the Board will continue to assist such requirements, where necessary, through emergency spot assistance.
3. The War Production Board, working with the procurement services, will so guide the distribution of procurement cutbacks and new contracts as to spread the load equitably over the Nation and to avoid, where possible, the creation of areas of particularly acute local unemployment.
4. The War Production Board will facilitate rapid reconversion to peace-time production through prompt removal of restrictions which are no longer necessary, and, where required, through limited preferential assistance for production and acquisition of machine tools and other capital equipment, for bottleneck construction, and for components necessary in reconversion. The automobile industry, as a major employer of labor, is particularly important in this regard. (See chart: The Job Ahead in Passenger Automobiles.)
5. As long as resources are inadequate to permit unlimited construction, War Production Board will favor the most urgently needed nonwar projects, especially those contributing to large-scale future employment.
6. The War Production Board will seek to provide a fair opportunity for small manufacturers, for veterans, and for new producers, and will discourage the preemption or hoarding of scarce resources.
7. Consistent with these objectives, the War Production Board will simplify and eliminate controls as quickly as possible.

It is expected that by the first of next year the Controlled Materials Plan can be completely eliminated and that all urgent production can be kept on schedule by means of a simplified priorities system, with top priority given to military programs and, if necessary, a secondary



priority to the most urgent war-supporting products. WPB will continue to use its Industry Divisions and emergency ratings to relieve hardships and break important bottlenecks.

The number of limitation, conservation, and scheduling orders remaining in effect after January 1, 1946, will be drastically reduced and will probably not exceed 300. The rate at which construction activity can be accelerated will depend on the availability of lumber which is presently in extremely short supply, but it is anticipated that declining military requirements and increased manpower in the lumber industry will permit a considerable relaxation in lumber controls. It is not certain that all lumber and construction restrictions can be eliminated by the end of this year.

Many major industries will be reconverted by January 1, and the pipe lines of civilian items will be gradually filling sufficiently to permit a small flow to reach the hands of consumers, but full-scale production of such items as automobiles and refrigerators will not be reached before the latter part of 1946 and possibly not then if Japan has not been defeated.

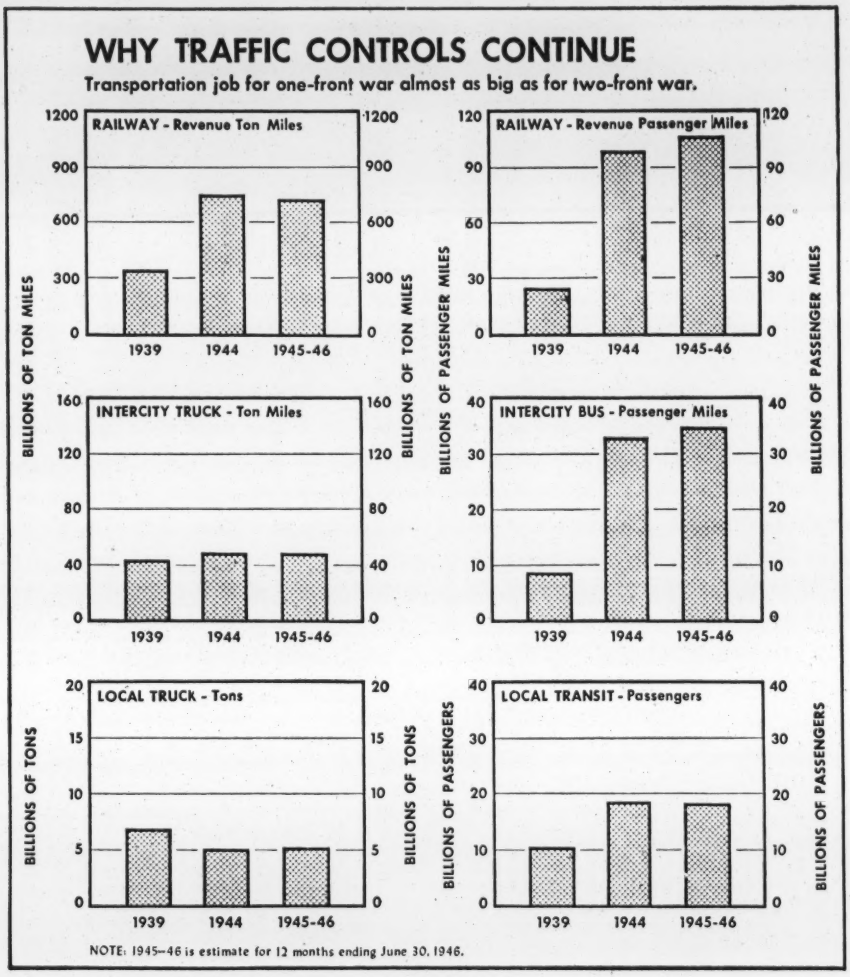
TRANSPORTATION CONTROLS

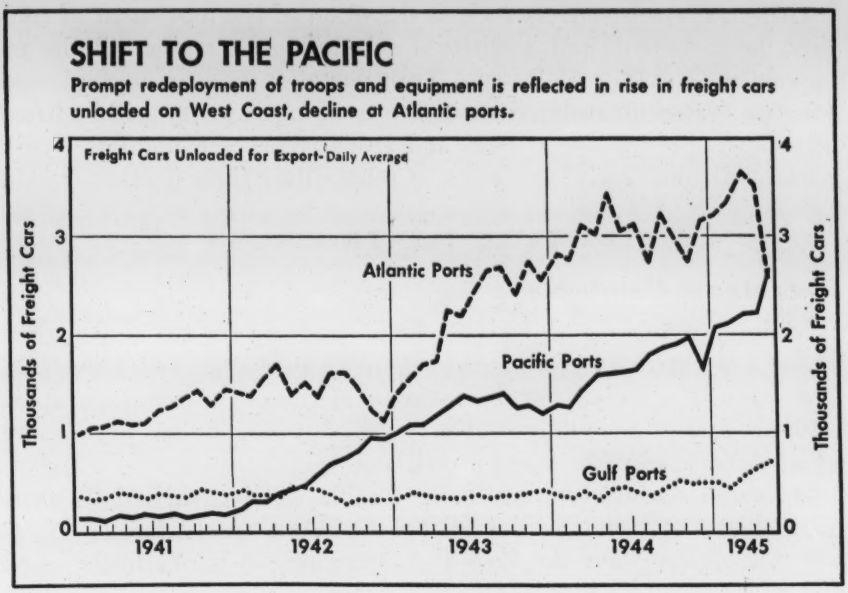
The American transportation system faces a tremendous task in the next 6 months. It must serve not only the needs of a large war production program and an expanding civilian economy, it must simultaneously operate as the central link in the redeployment of the American armed forces from Europe to the Pacific. By the end of the year military travel will have reached a point far higher than the previous

peak in early 1943. (See chart: Why Traffic Controls Continue.) Discomfort and inconvenience in domestic travel will persist until the war with Japan is over.

It is estimated that the railroads will have to carry 724 billion ton-miles of freight in the forthcoming year—only 3 percent below 1944, peak year in railroad history. In addition, the redeployment and training of troops, liberal furloughs and relocation of labor during the reconversion period added to essential civilian travel, will push passenger traffic up to 107 billion passenger-miles—10 percent above the record created in 1944.

Western roads will bear the brunt of the redeployment burden. (See chart: Shift to the Pacific.) There are few pipe lines and waterways in the west-coast areas. Therefore, railway facilities must haul petroleum products far beyond planned capacity. The western lines,





unlike the eastern networks, are fairly widely dispersed and in many instances single-track.

State of Equipment

Despite increased deliveries of cars and motive power, railroad-carrying capacity is not likely to increase. Wear and tear and obsolescence are removing equipment from the rails at a rate almost equal to present replacement.

Increased availability of busses, motortrucks, tires, and gasoline in the latter months of 1945 should materially lighten the present maintenance problems in the highway transport field, and should provide from 5 to 10 percent more capacity in bus transportation. This will alleviate the passenger load of the railroads to some extent.

Relaxation of Controls

In the face of this transport task, it would be a fallacy for the public to think that normal traveling practices can be resumed any time in the next 6 to 12 months. Bans on conventions must continue. Further, the public is expected to refrain from unnecessary travel. This applies to attendance at races. The lifting of the ban on horse racing does not lift the ban on the use of special trains nor does it condone use of overtaxed transportation facilities to race tracks.

Many controls on freight traffic will have to remain up to VJ-day and even beyond, such as full loading of freight cars for carload freight, minimum loading of 10 tons per car for less than carload freight, and the loading of refrigerator cars on return trips with ordinary merchandise instead of sending them empty.

Other railroad controls such as direction of the movement of tank cars, port control, and additional scheduling of trains will be removed by the Office of Defense Transportation as soon as conditions warrant. Present restrictions on the trucking industry will be lifted as soon as production of tires and trucks reaches a point that will permit all commercial operators to rehabilitate their fleets.

FUEL CONTROLS

Petroleum Products

Military requirements for petroleum products for the war against Japan are almost as great as the requirements for the two-front war. The intensification of naval warfare and the ocean-borne transportation of troops and equipment over vast distances do not permit any great increase in allowances for civilians.

Increased use of shipping in the Pacific war has shifted the type of requirement from gasoline to fuel oil. As a result, fuel oil available for civilians for the 1945–46 heating season is not likely to be any greater than during the previous season.

Gasoline allowances have been increased slightly. The value of A coupons has been raised 50 percent and the B mileage ceiling has been lifted to 650 miles throughout the country—from 325 miles in the East, 400 miles on the Pacific coast, and 475 miles elsewhere. Gasoline deliveries for civilian consumption last year amounted to 478 million barrels while military and export requirements amounted to 259 million barrels. In 1941, civilian consumption was 649 million barrels, while military and export demand amounted to 46 million barrels.

Only further reductions in military and export requirements or an increase in the supply of petroleum products from foreign sources for military use will permit modification of present rationing controls on fuel oil or gasoline.

Coal and Coke

In view of the heavy requirements attending the war with Japan and the lack of manpower for producing and distributing fuel on an adequate basis, coal and coke may be seriously short next winter. The Solid Fuels Administrator for War has found it necessary to limit deliveries of eastern soft coal, most sizes of anthracite and byproduct coke for domestic use to not over 80 percent of a normal supply next winter.

These quotas reflect a severe reduction but they will be sufficient to keep the public healthy. No increase in the quota appears possible at this time without depriving industry of coal needed for war production and reconversion to the manufacture of civilian goods.

IV

TO SPEED THE SWITCHOVER AND CUSHION THE SHOCK

The Government's responsibility in reconversion goes beyond the relaxation, simplification, and elimination of wartime controls. The Government must use its administrative powers to create conditions which will enable industry to resume civilian production as rapidly as possible.

Inevitably, when the demands of the Army and Navy drop sharply, there will be some unemployment, business losses, and hardship. Such dislocations are unavoidable during the change-over—as plants shift out of war production, as workers are discharged from war jobs, as a plant in a particularly war-swollen community closes down altogether and the community has to deflate itself to postwar dimensions.

In the switchover, the Government cannot undertake to see that every plant stays in business, that every worker immediately finds a suitable job, that every company under all circumstances gets financial help; nevertheless, it can undertake specific measures to facilitate reconversion and reemployment and to cushion the shocks. These measures take two forms:

1. **Direct aids to business.**—Through distributing cut-backs evenly, settling contracts promptly, clearing plants, establishing flexible reconversion price and wage policies, disposing of surpluses and readjusting taxes and, as noted earlier, through accelerating retooling of plants and breaking bottlenecks.

2. **Direct aids to individuals.**—Through unemployment compensation, readjustment allowances to veterans, and reemployment, retraining, and vocational guidance to war workers and veterans.

Many Government agencies share the responsibility of facilitating reconversion—the War Production Board, Office of Contract Settlement, Surplus Property Board, Office of Price Administration, War Labor Board, War Manpower Commission, Retraining and Reemployment Administration, Veterans' Administration. The Congress also has a major responsibility in providing additional legislation.

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Cut-Back Distribution

The first hurdle in adjusting to a one-front munitions program was cleared in good style. Prior to VE-day, it had been feared that the volume of VE-day cut-backs by the Army and Army Air Forces would swamp the War Production Board's Production Readjustment Committee and force the committee to halt its review of the proposals. But the terminations came through more gradually than expected and PRC was able to analyze the proposed cut-backs and fulfill its responsibility. For example, during the week between June 2 and 9, PRC reviewed cut-back proposals involving $1.2 billion, shifting cut-backs among plants so as to avert unnecessary geographical and industrial dislocations, yet at the same time assure that remaining war production requirements would be met on schedule.

Contract Settlement

Contract cancelations have risen from $700 million a month in the forepart of the year to $5.1 billion in the month of May. But the impact on the machinery of contract settlement is yet to be felt. Terminations generally do not take effect immediately—there is a "run-out" period; further, filing of claims by contractors takes several months.

The contracting agencies are confident of their ability to meet the big load of settlements expected in the next several months. Regulations have been spelled out and procedures have been streamlined. Preparations have been made to develop agency staffs as rapidly as necessary. Similarly, contractors have been building up staffs to prepare settlement statements and conduct negotiations promptly.

To speed up settlements with subcontractors, the Office of Contract Settlement has worked out an agreement whereby all contractors have been authorized to settle claims up to $1,000 when the subcontractor retains or disposes of all inventories. In addition, about 3,000 contractors have been specifically authorized to make final settlement of subcontractors' claims up to $10,000. Furthermore, under the consolidated termination program company-wide settlements will be made with about 50 large companies who have many Government agencies as customers; in such cases one agency—such as the Army or the Navy—would undertake to settle for all agencies involved. Direct company-wide settlements also will be made with a limited number of large subcontractors each of whom has a large number of sub-subcontractors. Also pre-termination—the technique of advance settlement—has become increasingly useful.

Difficulties with cost-plus-a-fixed-fee contracts persist and their rate of settlement remains appreciably lower than that of fixed-price con-

tracts. Although the procurement agencies have statutory authority to make final settlements, they prefer to do so under a procedure which permits them to ascertain the General Accounting Office's position on claims previously paid but not yet reviewed by GAO. Experience will indicate whether the procedure is effective.

Plant Clearance

The problem of removing Government-owned property from contractors' plants in order to permit civilian production to go forward has not yet become serious. To date, the volume of property to be removed has been small and clearance prompt. For example, the War Department has been receiving about 3,400 requests a month to remove termination inventories from contractors' plants. At the end of May there were only 57 such requests outstanding which had not been handled within 60 days as required by the Contract Settlement Act.

The inter-agency Space Control Committee and the Reconstruction Finance Corporation have made progress in their continuing job of allocating, acquiring, and constructing storage space. However, as more and more contracts are settled, the amount of property to be moved will mount. The rate at which plants can be cleared depends upon the amount of storage space available and the rate of disposal of surpluses. If disposal is rapid, space is continuously opening up; if slow, surpluses accumulate in storage and consequently in plants.

Two regulations of the Surplus Property Board make it easier for contractors to buy Government-owned equipment and inventories, and are discussed in the Surpluses chapter. They will reduce the volume of property to be cleared from plants and hence the volume of storage space that will be needed.

Reconversion Prices

The fundamental characteristic of the Office of Price Administration reconversion pricing formula is that it is flexible. It is designed to prevent a runaway rise in the prices of automobiles, refrigerators, washing machines, and other consumer durable goods. Simultaneously, however, the formula permits rapid decision, so that haggling over prices and profits will not delay the resumption of civilian production and reemployment of released servicemen and war workers.

The problem in pricing goods coming back on the market is clear. Production costs have changed since automobiles, refrigerators, an other hard goods were last manufactured on a mass-scale basi Wages have increased generally; so have the cost of raw materia and components; on the other hand, new production techniques have been developed, workers are better trained, management know-how

is improved, and new machinery has been installed. It is not clear whether increased productivity will offset the advance in wage and materials costs.

Under those circumstances, a pricing formula must be applicable to a wide variety of cases. Our basic objective is to hold retail prices at 1942 levels. The Office of Price Administration formula affords manufacturers a choice of pricing procedures and leaves room for exceptions:

First, the manufacturer may use his 1942 ceiling prices.

Second, if the 1942 price schedule doesn't seem likely to offer a satisfactory profit to an industry, the Office of Price Administration will work out what is called an "increase factor" which each manufacturer can apply to his 1941 prices. This factor is obtained by taking 1941 industry-wide costs and adding (*a*) lawful price advances in materials and components; (*b*) advances in basic wage rates, and (*c*) the industry-wide profit margin in 1936–39 or some other appropriate period.

Third, the Office of Price Administration will make adjustments for special cases and for new firms on request.

Small business and producers of new models will be permitted to compute their own ceilings by formula—subject to later review. As much of the work as possible will be delegated to the Office of Price Administration's field offices. The whole objective has been to attain administrative flexibility, avoid hardship, and accelerate reconversion and reemployment. The Office of Price Administration is now trying to work out another formula whereby wholesalers and retailers will be able to absorb manufacturers' increases so that prices to consumers may be held at 1942 levels.

Reconversion Wage Adjustments

When a war plant converts to civilian production, wage rates will have to be established for types of jobs which have not existed for many years. The tank factory which begins automobile production will hire upholsterers and it will need wage rates for them. Or the company using precision workers on airplane propellers may have to set a new wage scale if they shift to less exacting peacetime operations. The War Labor Board has established a procedure to permit the wage rates on resumed civilian production to be determined without delay and without either raising or lowering the general level of wages. Jobs which are the same before and after reconversion will continue to carry the same wage rate. Collective bargaining will establish wage rates for new or changed jobs in relation to the continuing rates on the continuing jobs—that is, collective bar-

gaining will determine the differentials. When a plant changes the nature of its operations radically there may not be enough carry-over jobs to serve as reference-points for a whole wage structure. In such cases prevailing rates in the area will serve as the standard.

Wage schedules determined in this manner must be reviewed by the War Labor Board for consistency with the Economic Stabilization Act, but reconversion need not be held up pending the outcome of this review. Workers and management may proceed under the wage schedules they have reached and the War Labor Board, if it makes changes, will not make them retroactive.

Reconversion Tax Assistance

We cannot afford a general tax revision at this time any more than we can afford a general elimination of price ceilings. But in taxation, as in pricing, revisions have been developed to stimulate reconversion within the framework of the stabilization program. The Congressional Joint Committee on Internal Revenue Taxation and the Treasury have proposed these specific changes:

1. Advance the payment of refunds to which the corporate taxpayer is entitled under existing laws, in order to provide businesses with additional working capital now.
2. Raise the specific excess-profits tax exemption from $10,000 to $25,000 beginning in 1946 to encourage new and small businesses.

I endorse, as did my predecessor, the immediate adoption of these proposals as reconversion aids.

DIRECT AIDS TO INDIVIDUALS

We can minimize the dislocations in peoples' lives most effectively by providing an abundance of jobs. If jobs are found promptly, people will readjust promptly. It is only when a man can't find a job, when he feels economically unwanted, that readjustment becomes an acute and often a psychological problem. That is why it is so urgent to do everything possible to speed the reconversion process.

Regardless of how smoothly we manage the transition, some workers are going to be in the wrong places for jobs; and some plants won't be able to start up because equipment or materials do not arrive or tooling-up takes long. Result: Some unemployment. Furthermore, soldiers, sailors, and marines will be returning from overseas. They will want to get back into a normal peacetime life; they will be looking for jobs; and they will require vocational guidance and perhaps retraining.

Location of Jobs

One of the most important Government functions during this period—when the demand for labor will be high but uneven—will be to provide job-seekers with up-to-date information of what kind of help is needed and where. This is primarily a task for the United States Unemployment Service. During the war the USES recruited more than 2 million persons for war jobs away from their home towns. Reconversion will bring a reversal of that process. Through its 1,500 offices, the USES has built up Nation-wide contacts with employers, labor unions, and individual workers. Employers in tight labor markets will be advised where labor is available; similarly workers in distress areas will be told where out-of-town jobs still can be found. And, of course, the USES will continue intra-area job-placement.

The success of the USES operation depends largely on adequate funds and efficient administration. The continuance of the USES on a national basis is as necessary in the preparation for peace as it was in the mobilization for war.

Assistance to Veterans

We have a special responsibility to the millions of veterans who will return looking for jobs. Therefore the Congress quite properly has made special provisions for them.

In addition to job-placement guidance from the United States Employment Service, the veteran can get help from his local Selective Service board, Veterans' Administration offices, and 950 community information centers sponsored by the Retraining and Reemployment Administration. At these various offices, the veteran will be apprised of his rights under the GI bill, the Selective Service Act, and other laws, and will be assisted in realizing them. The Army has established separation centers where specially trained personnel help to orient discharged soldiers.

Various types of financial assistance have been provided to help the veteran in his readjustment:

1. Mustering out pay up to $300.
2. Unemployment allowances of $20 a week for a minimum of 24 and a maximum of 52 weeks. About 120,000 veterans (about 1 out of every 16 returned to date) have received readjustment allowances and about 35,000 unemployed veterans are now receiving such allowances. But these allowances are not adequate for the difficult period ahead. I urge Congress to raise the amount to $25 for veterans without dependents and to $30 to veterans with dependents. Also the payments should be for a minimum of 26 weeks regardless of length of service.

3. The Veterans' Administration will guarantee the first $2,000 of loans to purchase a home, farm, or business; about 15,000 loans have been made to date. The loans are made by private banks or other lending institutions and terms of repayment are agreed to by borrower and lender.
4. Under the GI bill educational grants will be made to veterans who wish to return to school. About 25,000 veterans have taken such grants; the number may reach 300,000 one year after VE-day.

Additional provisions have been made for veterans with service-connected disabilities:

1. Such veterans are entitled to vocational rehabilitation to help them train for jobs; about 15,000 are now in rehabilitation courses.
2. Pensions are now being paid to about 541,000 veterans of World War II or their survivors. By June 1946, the number of pensions will have risen to over 1 million.
3. About 70,000 veterans are in veterans' hospitals—20,000 as the result of this war. Construction is being rushed to increase the number of beds in hospitals from 93,000 to 126,000. This will meet needs through 1946; further expansion will be necessary.

One important piece of business remains unfinished. We should not enter the reconversion period with uncertainties surrounding the reemployment rights of veterans. The provisions of the Selective Training and Service Act leave a number of questions unanswered. A committee appointed by General Hines has been studying these questions but has not yet reported. Legislation clarifying the terms of the statute may be necessary.

Unemployment Compensation for Civilians

The existing unemployment compensation system is not adequate to meet the needs of the reconversion period. Weekly payments, particularly for those workers with dependents, are not sufficient to prevent drastic declines in living standards. The duration of payments in many States is so short that many workers will exhaust their benefits before they find another job.

Finally, large groups are excluded from the program—agricultural workers, domestic servants, Federal employees (including workers in Government arsenals), employees of small firms, and others.

President Truman in his message of May 26 proposed that the Federal Government supplement payments under the State laws so

that (1) the weekly payments can run as high as $25 a week and (2) payments continue for 26 weeks duration and (3) that the coverage be extended to a wider segment of the population.

I cannot emphasize too strongly that if we are to meet the human needs of reconversion the Congress must make necessary provisions. An adequate unemployment compensation law is our number one legislative requirement for reconversion.

V

SURPLUSES

Purchases of the Army, Navy, Maritime Commission, and other agencies since 1940 already exceed $200,000,000,000. Before hostilities cease additional billions will have been purchased. Inevitably there will be large surpluses—of weapons, raw materials, ships, plants, and many civilian-type goods such as shoes, clothing, furniture, trucks, and communication equipment.

How and when these surpluses are disposed of bears directly on the speed and orderliness with which the United States reconverts and will have lasting effects on important segments of the domestic economy.

The Congress deliberated for an extended period on the development of surplus-disposal organization and policies. Those deliberations will pay dividends in the long run. Out of them came a set of broad principles to guide the Surplus Property Board. Those principles are:

To dispose of surpluses promptly at a fair price and as far as possible through normal trade channels, and assure fair prices to the consumer.

To prevent the creation of monopolies, encourage the development of free competitive enterprise and small business, and stimulate production and employment.

To foster mutually advantageous economic relations between the United States and foreign countries by the orderly disposition of surplus property abroad.

During the year ended May 31, 1945, property which cost $1,936,000,000 has been declared surplus. It consists of contract termination inventories, plants no longer needed in war production and obsolete war supplies.

Of this $1,936,000,000, fully $1,224,000,000 is aircraft, of which $70 million has been sold for $17 million; the rest of this aircraft is largely unsalable.

Some $287 million of all other property has been sold for $179 million, or an average price of 62 cents on the dollar.

The amount of generally salable property still on hand (June 1), excluding aircraft, is about $511 million at cost.

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Over the past few months, surplus disposals have increased. But declarations—as might be expected at this stage—still exceed disposals.

Surplus declarations and sales to date are only a modest indication of the volume to come. The shift from a two-front to a one-front war will accelerate the movement of supplies into surplus. Despite present efforts to accelerate operations, the bulk of declarations—and hence the main problem of disposal—must be deferred until after the defeat of Japan.

Because there is no way of knowing how much of our purchases will finally be needed by the services, and because goods are distributed throughout the world—in Army and Navy depots, in camps, in bases overseas, and in stores with commanders in the field—reliable figures on eventual surpluses are not be be had. However, the Department of Commerce recently made an estimate which helps to provide some perspective; yet the fact that it is only an estimate must be underscored.

Approximately $90 billion of our war production, exclusive of construction and industrial equipment, is estimated to be in existence at the present time. Of this total, $65 billion is in guns, tanks, planes, warships, ammunition and other combat items which are not generally useable by civilians, and about $25 billion is in civilian-type goods such as trucks, tractors, communication equipment, merchant ships, food, clothing, and housing.

Civilian-Type Goods

After allowing for what will probably be consumed or remain overseas and for what has no direct civilian use, it is suggested that some $10 billion of civilian-type goods (exclusive of construction and merchant ships) will remain to be disposed of in the domestic market. The total is roughly equivalent to 3 or 4 months' expenditures by consumers at the 1944 rate, but will vary widely by types. There might be only 1 month's supply of some items, many years' supply of others.

Industrial Facilities

Plant disposal is perhaps the most complex of all surplus problems. The Government has invested approximately $16 billion to expand our industrial facilities and now owns about one-fifth of the Nation's manufacturing capacity. This includes almost all magnesium, aircraft, and synthetic-rubber capacity, and a large portion of steel, chemical, machine-tool, aluminum, and shipbuilding facilities.

Not all of this $16 billion of plant is disposable. About $6 billion is in facilities probably useful only for war production—smokeless powder and ammunition-loading plants, for example. But the remaining $10 billion could be (1) used directly in peacetime output (steel, chemical, rubber, machine-tool plants); or (2) converted to

peacetime activity after some alteration (aircraft, tank, gun-machining plants, etc.).

The rapidity with which plants are put to use will have an important bearing on reconversion and postwar employment. Idle plants do not provide jobs. Moreover, the policies followed can have striking effects on the Nation's economic structure. What happens to airframe, steel, and nonferrous metal plants will affect the economy of the Pacific coast; how the Government disposes of aluminum properties will have an influence on the dominant position held by Aluminum Co. of America; what is done with mammoth plants such as Geneva Steel, Provo, Utah (cost $200 million), Basic Magnesium, Las Vegas, Nev. ($135 million), and the Chrysler aircraft-engine plant, Chicago, Ill. ($180 million), will affect the concentration of industry.

Merchant Ships

During the war, the United States built up its merchant-ship tonnage and now has the largest merchant marine in the world. Other countries, such as France, Norway, England, and the Netherlands, lost tonnage. This has major implications for this country's international trade position and international relations.

Congress now has under consideration special legislation to regulate the disposal of our potential large surplus of merchant ships after the war. This legislation should give full weight to the desirability of helping our allies to participate in world trade and world shipping while they are rebuilding their merchant marine.

Disposal Agencies

The Surplus Property Board which was set up last January to succeed the Surplus War Property Administration, has been rapidly building up personnel and procedures to cope with the problems it will face. Over the past 3 months, it has issued a dozen special orders and nine major regulations establishing basic operating procedures. The Board lays down broad policies, delegates actual disposal to other agencies, and supervises their progress.

For property in continental United States, the disposal agencies are: the Department of Commerce (consumer goods), Reconstruction Finance Corporation (aircraft, plants, capital, and producers' goods), Maritime Commission (ships and maritime property), War Food Administration (agricultural commodities and food), National Housing Agency (housing).

Recently, responsibility for the disposal of consumer goods was transferred from the Treasury Department to the Department of Commerce. In addition, the Office of the Army-Navy Liquidation

Commissioner was created; this Office has been delegated authority to dispose of all goods in foreign countries except merchant ships.

Other Surplus Property Board regulations provide for:

Granting of priorities to Government agencies and State or local governments;

Assurances of a flow of surplus goods to farmers and rural areas;

Disposal of surplus aircraft at nominal prices to educational institutions for nonflight use;

Arrangements whereby veterans can obtain surplus goods through the Smaller War Plants Corporation;

Implementation of the priorities system established in the Surplus Property Act for disposing of nonindustrial real property.

Two other regulations recently issued are designed specifically to put surpluses to work in reconversion. One of these regulations enables contractors to purchase promptly Government-owned inventories in contractors' plants; the other enables contractors to purchase Government-owned machine tools and equipment located in their plants. The orderly execution of both these regulations will speed industry's transition to peacetime production and employment.

To Avoid Delays

In taking this action, the Board had in mind the delays that would result if a sizeable portion of Government-owned inventories, machine tools, and plant equipment had to be taken out of contractors' plants and offered in the open market. The Board felt that the need for expediting reconversion outweighed the possibility that granting a preference to contractors in possession would give them an advantage in reconversion. Such inventories and equipment are presumably diffused among large and small companies throughout industry. It is therefore believed that no industry or company will get a monopolistic advantage and that small business will not be hurt. Nevertheless, the Board is watching the operation of these two measures closely and is prepared to institute such safeguards as may be necessary.

Disposal agencies have tried various sales procedures. Farm equipment and supplies have been sold by auction; materials and light planes by sealed bid; general-purpose tools at a specified price; transport planes and certain plants by negotiation. The Reconstruction Finance Corporation has advertised surplus plants, and has circulated brief descriptions among firms and individuals who might be interested. The Reconstruction Finance Corporation now plans to make available comprehensive engineering surveys covering war plants and equipment owned by its Defense Plant Corporation subsidiary; these

will be placed in all Federal Loan Agency offices, Reconstruction Finance Corporation disposal centers, etc.

The Surplus Property Act, when passed, presented many difficult questions of interpretation. Many of these have been resolved by the orders and regulations that have been issued during the last 3 months. By and large, it is becoming increasingly evident that adherence to the spirit—and even the letter—of the Surplus Property Act does not present insurmountable obstacles.

Although considerable progress has been made, especially in recent weeks, the Surplus Property Board has merely approached the tremendous task of surplus disposal. Many problems remain to be solved, many new ones will be coming up. But as the personnel of the Board and its disposal agencies expand, as more studies are made, as further experience is gained, techniques will be developed which will reduce the task to manageable proportions. In the meantime, the Board is studying ways and means:

To avoid glutting civilian markets and to prevent speculators from siphoning goods out of normal disposal channels;

To scrap largely unsaleable property promptly so as to clear plants, prevent the pyramiding of storage and maintenance costs, and reduce paper work.

To speed surplus declarations and to obtain advance notice so that warehousing, handling methods, and sales can be planned even before property actually comes up for disposal.

To make the best use of existing stocks—both at home and abroad—so that the Army, Navy, and other governmental agencies inadvertently do not purchase anew what is already on hand.

These are not all of our major problems, but they do suggest the magnitude and complexity of the task we face.

VI

ECONOMIC STABILIZATION

"Price, wage, and rationing controls must be continued after VE-day . . . Inflation, despite the reduction of munitions output, will be a continuing threat."

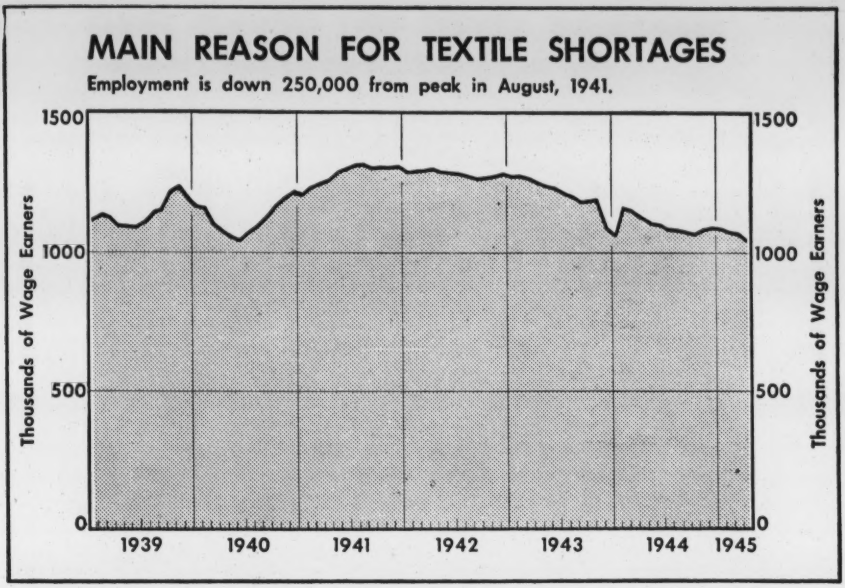
That statement is even more applicable today than when Justice Byrnes made it in his April 1 report. For in the last 3 months, inventories of civilian goods in the hands of manufacturers, wholesalers, retailers, and consumers, themselves, have generally declined, and the housewife has been having an increasingly difficult time finding what she wants in the stores.

The Office of Economic Stabilization emphasizes that the best antidote for inflation is increased civilian supplies. We are pushing production of scarce items for civilians as hard as is consistent with the maintenance of war production. However, no near-term shift in the supply-demand position is to be looked for; the facts are these:

Textiles

Military requirements for textiles in the months immediately ahead are greater than for a two-front war, partly because tropical environments are hard on clothing, partly because of the need for multiple supplies for men who move back and forth between the tropics and colder climates, partly because of the long pipe lines across the Pacific. At the same time, production of textiles has gone down. One reason has been the shift from civilian-type to the slower-woven, more durable, military-type fabrics. The principal reason, however, has been the inability of textile plants to obtain manpower. (See chart: Main Reason for Textile Shortages.)

Recently the War Labor Board ordered an increase in the rate of pay in some textile plants and the new scale has been spreading throughout the industry as manufacturers seek to attract workers. But some manufacturers at this point are unwilling to boost wages without a compensating rise in price ceilings. The price-wage problem is being threshed out by an interagency committee which includes representatives of the Office of Economic Stabilization, War Labor Board, War Manpower Commission, War Production Board, Office of Price Administration, and other agencies.



Meanwhile, the military services are making a constant effort to reduce their needs wherever possible; additional supplies are being sought from foreign production, either in liberated areas or in Germany. (The United States has ample supplies of raw cotton.) And textile manufacture is being directed by WPB and OPA into the products in which deficits are most acute, such as work clothes and children's garments. However, these actions won't be reflected over the retail counter for several months.

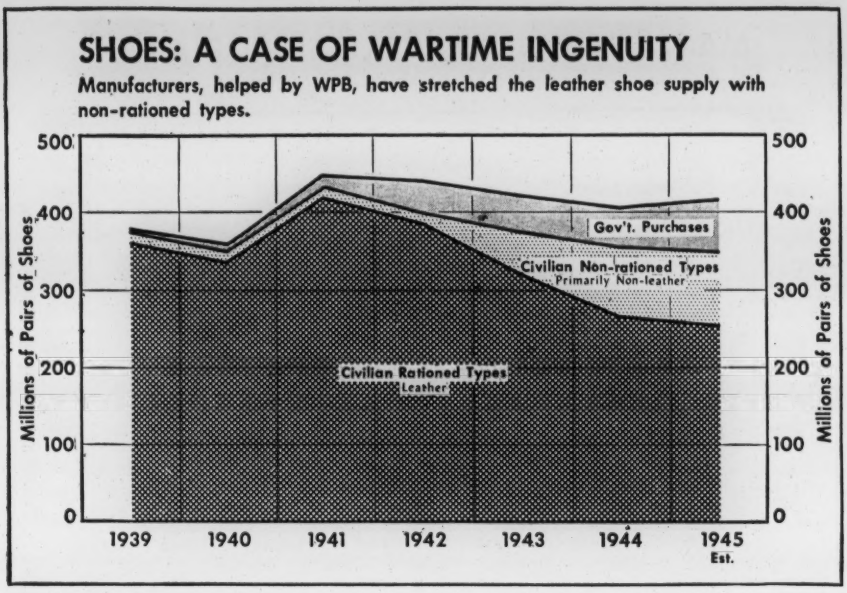
Shoes

The problem in footwear is similar to that of textiles. Longer pipelines and new climatic conditions have boosted military consumption, though again the services have cooperated in slimming down their requirements. But declining hide supplies, primarily the result of a drop in imports, have limited shoe output.

The shortage is most acute in work and children's shoes, and steps have been taken to increase production of these lines. Extraordinary progress has been made during the past year in manufacturing shoes from nonleather materials, and the textiles needed for this purpose have been specifically earmarked. (See chart: Shoes: A Case of Wartime Ingenuity.)

Housing

Housing construction is going forward in the tightest areas and the War Production Board has recently relaxed its controls moderately. Nevertheless, as previously noted, materials are not in sufficient supply to permit widespread building, and therefore shortages will continue for some time.



Durable Goods

The one field in which civilian supplies will increase sharply is consumers' durable goods—automobiles, refrigerators, washing machines, and many electrical and metal products. But the flow of production will not start immediately, and when it does start will be only a trickle relative to pent-up demand.

Food, Clothing, Shelter

Since meat, sugar, fats, and oils are also short (as discussed later), it is proper to say that in all phases of the American standard of living—food, clothing, and shelter—demand exceeds supply.

This general excess demand is likely to persist for some months even though consumer income is already declining as a result of decreased war production and employment. Upward price pressures will continue much longer for most consumer durable goods and housing. Such diverse tendencies would not normally exist side by side, but this will not be a normal period. If war expenditures decline sharply before reconversion has gained full momentum, demand for some goods and services may become inadequate while that for others is still excessive. In this case, to insure a smooth transition to a full flow of peacetime output, we may need to sustain total income while, at the same time, we are resisting inflationary pressures in special fields. The fight against inflation—to safeguard war production against competing civilian demands at rising prices and to protect the American family against rising living costs—must be continued.

Price control has served the people of the United States well during this war. From the outbreak of World War I to the Armistice (52 months), prices advanced 62 percent, or more than 1 percent per month. During the 70 months since August 1939, just before Germany invaded Poland, the cost of living has increased 30 percent, or an average of four-tenths of 1 percent per month; moreover, in the 25 months since the hold-the-line order went into effect in May 1943, the rise in the cost of living has been only 1.7 percent, or less than one-tenth of 1 percent per month.

This superior performance is no accident. As far back as February 1941, when ceilings were put on machine tool prices, the United States started fashioning an integrated price control structure. The pillars of that structure were and are: Fiscal policy, price ceilings, wage control, and rationing. In contrast, during the last war there were no wage controls; rationing was confined to only a few products, such as sugar, and storekeepers were expected to limit customers voluntarily—there was no point or coupon system. Most important of all, although some prices were fixed, most were free.

It will be the policy of the Office of Price Administration to remove price ceilings whenever an abundance of supplies exists. The objective is to eliminate price and companion wage controls as quickly as possible—to permit the market to determine what should be charged for goods and to permit collective bargaining to establish wage rates. However, inflationary pressures are too strong as yet to permit any relaxation.

Fiscal Policy

The fiscal program of the Government will be to maintain the high level of consumer and corporation taxes so as to drain off surplus purchasing power. This means no general tax reductions until VJ-day. (However, specific changes in the tax law—to facilitate reconversion—are in order, as is noted on p. 25.) Continuation of the Renegotiation Act to prevent unreasonable corporation profits and reduce government expenditures is an integral part of an anti-inflation program. Sales of Government bonds to individuals have also served to siphon away consumer purchasing power and should be pushed. Pay-roll-deduction plans are especially effective.

Price Ceilings

The General Maximum Price Regulation, which established ceilings on all prices, has been in effect since the middle of 1942. The system has generally been successful. The Office of Price Administration has managed to maintain ceilings by a careful check-up of markets, by

subsidies, by adjustment of prices whenever it seemed urgent to increase supply or to protect manufacturers, wholesalers, and retailers against loss.

To be sure, intermittent difficulties have been encountered in black market dealings. But as steps were taken to punish violators, increase supply, and improve distribution, such difficulties have been brought under control—as was the case in gasoline and as will be the case in meat. Thus the price line has been held—by varied and flexible policies.

Under price control, dear goods tend to drive out cheap goods and it is hard to get production of low-priced, low-profit merchandise. This has applied particularly to textiles. Since cloth has been scarce, manufacturers have preferred to use it in the production of articles which yield them greatest return. The War Production Board and the Office of Price Administration have taken and will take direct measures to see that low and medium priced items are produced.

The textile experience has been a forewarning of what might happen on reconversion products, such as automobiles and refrigerators. To guard against concentration on the higher-priced, de luxe models, the Office of Price Administration and the War Production Board will meet jointly with representatives of industries to set a pattern of production which follows prewar proportions.

Wage Controls

Since wages and salaries are the largest single element in costs, wage controls must be maintained if the price line is to be held. However, wages and salaries are also the largest single element in consumer income, and we are entering a period in which munitions cut-backs will result in some unemployment and fewer hours of work per week. This means that wage-earner income will decline and raises an acute problem of national economic policy.

In some industries the wartime increases in wage rates have not kept pace with the cost of living, and consumption standards have been maintained by higher take-home pay due to overtime and other factors. But now, as overtime declines, the standard of living of such workers will fall below prewar, and possibly to hardship, levels.

> **This would not be in the public interest. We have asked workers voluntarily to give up the right to strike. We cannot afford to have interruptions of war production. But the no-strike pledge implies an obligation on our part to protect the worker's standard of living. Therefore, we must be prepared to make some upward adjustments to compensate for severe declines in take-home pay.**

Such adjustments can be made within the hold-the-line price program. Reconversion will bring reductions in manufacturing costs on three counts: (1) elimination or reduction of overtime premiums, (2) down-grading of jobs which had previously been up-graded under pressure of wartime labor shortages, and (3) increased efficiency hence greater output per worker. These savings in costs would permit some rises in wages without a compensating rise in prices.

Upward wage adjustments cannot be granted without considering their effect on the price level. The period ahead is one in which inflationary pressures will persist. At the same time, deflationary forces, such as the decline in munitions employment and the work week, are developing. Therefore our task continues to be one of holding the line without, however, permitting a deflationary drop in purchasing power.

Nevertheless, as part of the program to prevent inequities and hardship, I recommend that Congress raise the minimum wage under the Fair Labor Standards Act from 40 cents to at least 50 cents an hour, with provision for further permissive increase to a higher level by the industry committees provided for in the act. This is not so great a change as the figures make it seem. Most industries covered by the Fair Labor Standards Act have raised their rates voluntarily during the war—to attract new or hold old workers. And the War Labor Board has generally approved proposals to boost substandard rates to 55 cents an hour.

Rationing

Rationing of goods in short supply ought to be continued. It results in a more equitable distribution of supply than catch-as-catch-can purchasing and simultaneously is a means of keeping demand within the bounds of supply. Furthermore, rationing of certain types of articles, such as automobiles, refrigerators, etc., serves the war effort by giving priorities to war workers, doctors, nurses, and hospitals, police force, etc. In this, rationing of consumer goods is akin to the allocation of materials by the War Production Board; it helps to distribute the national resources efficiently.

Over-All Economic Stability

Although the price line in consumer goods has been held, by specific measures designed to hold it, the general character of the war period has been inflationary. The expansion in the production of goods and services has increased corporate profits as well as consumer income. Liquid assets in the hands of individuals and business, at $230 billion are 200 percent higher than in 1939. Such a volume of funds cannot be counted on to lie fallow indefinitely. Indeed, the rise in the cost of urban and farm real estate and in the prices of stocks over recent months suggests that they had been seeking outlets.

Such advances so far have been moderate. However, this Office and the Office of Economic Stabilization are well aware that a movement of funds into investment today can result in a speculative spiral tomorrow which might upset the entire economy and hurt war production. Studies are being made of ways to check such a development in its incipient stages—through credit measures.

All Agencies Must Help

Economic stabilization, as its name implies, goes beyond dollars and cents. It refers to the stability in the entire economic structure. And in the period ahead it will be necessary to use all agencies of the Government to keep the economy stable and sound. After all, the development of the war program has been a product of many agencies, the policies of which intermeshed with one another. The Office of Price Administration's price ceilings helped to prevent manufacturers of nonwar products from bidding away steel or copper from a munitions company and thus helped the War Production Board in its job. Similarly, the War Production Board's materials allocations and inventory controls, by preventing nonwar manufacturers from accepting supplies, kept down demand thus assisting the Office of Price Administration. And, of course operations of the War Food Administration, Petroleum Administration for War, and War Manpower Commission all form inseparable parts of this economic structure.

The inter-dependency of the war agencies came out clearly during the weeks immediately before and after VE-day, when the Office of War Mobilization and Reconversion called on each war agency to present a specific one-front-war control program. It was the responsibility of this Office and of the Office of Economic Stabilization to coordinate the policies and proposals, so that the lifting of a control by one agency did not pull an important prop out from under another. The whole process of revising controls called for a community of understanding.

However, the programs have now been worked out, compromises reached on what seemed insoluble problems, and the entire framework of controls has been improved as the ideas of one agency have been used to shore up the knowledge and operation of another agency.

> **I cannot refrain from commenting on the spirit of cooperation that prevailed during the entire period. It was a tribute to the American way of handling large and central issues—through the give-and-take of open discussion and honest, across-the-table criticism. I feel we are all better administrators as the result of it. Each man has a sounder understanding not only of his own problems but also of the others.**

VII

FOOD

The tight situation that we face today in food is attributable to four major factors:

1. Total food production will decline this year for the first time since the war began.
2. Military demand is still rising, particularly because our supply lines to the Pacific are longer, thus calling for more food to fill the "pipe line."
3. Relief needs in Europe are expanding sharply.
4. The United States ate too much in 1944 and the first half of 1945; at one time it appeared that surpluses of some foods might develop, hence allocations to consumers were increased beyond what subsequent production justified.

In general, the United States has eaten well during the war. That is largely because of the magnificent performance of American agriculture. Food output rose to one new high record after another, and, in 1944, was 38 percent above the prewar average (1935–39); and as over-all production increased, farmers shifted from a peacetime to wartime pattern so as to produce the foods most needed.

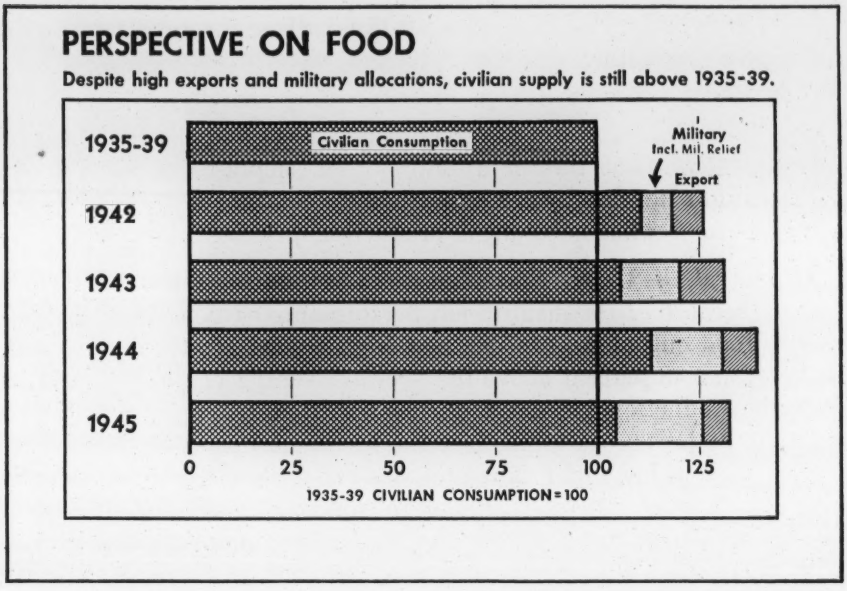
This high volume of production was traceable to some increase in acreage, sharply expanded use of commercial fertilizer, increased mechanization of farm operations, and more intensive cultivation. Also, there was a run of unusually good weather. As a result, in spite of record food requirements for the Army, Navy, and Lend-Lease last year, per capita food consumption by civilians increased during the war. (See chart: Perspective on Food.) It is true that supplies of particular products—such as butter and top-grade beef—have been short from time to time and that consumers, because of increased incomes, have not been able to buy all they wanted at all times. But last year's increase was enough to put per capita food consumption at a new peak—10 percent above the prewar average.

This year, though the per capita supply of food for civilians will fall from 5 to 7 percent below last year, the available total will be 2 to 4 percent above the prewar average. But because we ate a disproportionate share of our total supply in the first 6 months of 1945,

the quantity available in the second 6 months will be below the prewar average. And we face severe shortages in such important basic foods as meat, sugar, and fats and oils. (See chart: Lean Year for Some Foods.)

Meat

The United States meat supply this year is expected to amount to 22.6 billion pounds, more than 6 billion pounds above the prewar average, but 10 percent below the record-breaking total of 25.2 billion pounds last year. Output of beef and veal is expected to rise to another new high; pork production, however, will be down 20 per cent, largely because feed shortages led to a drop in last year's spring farrowings.

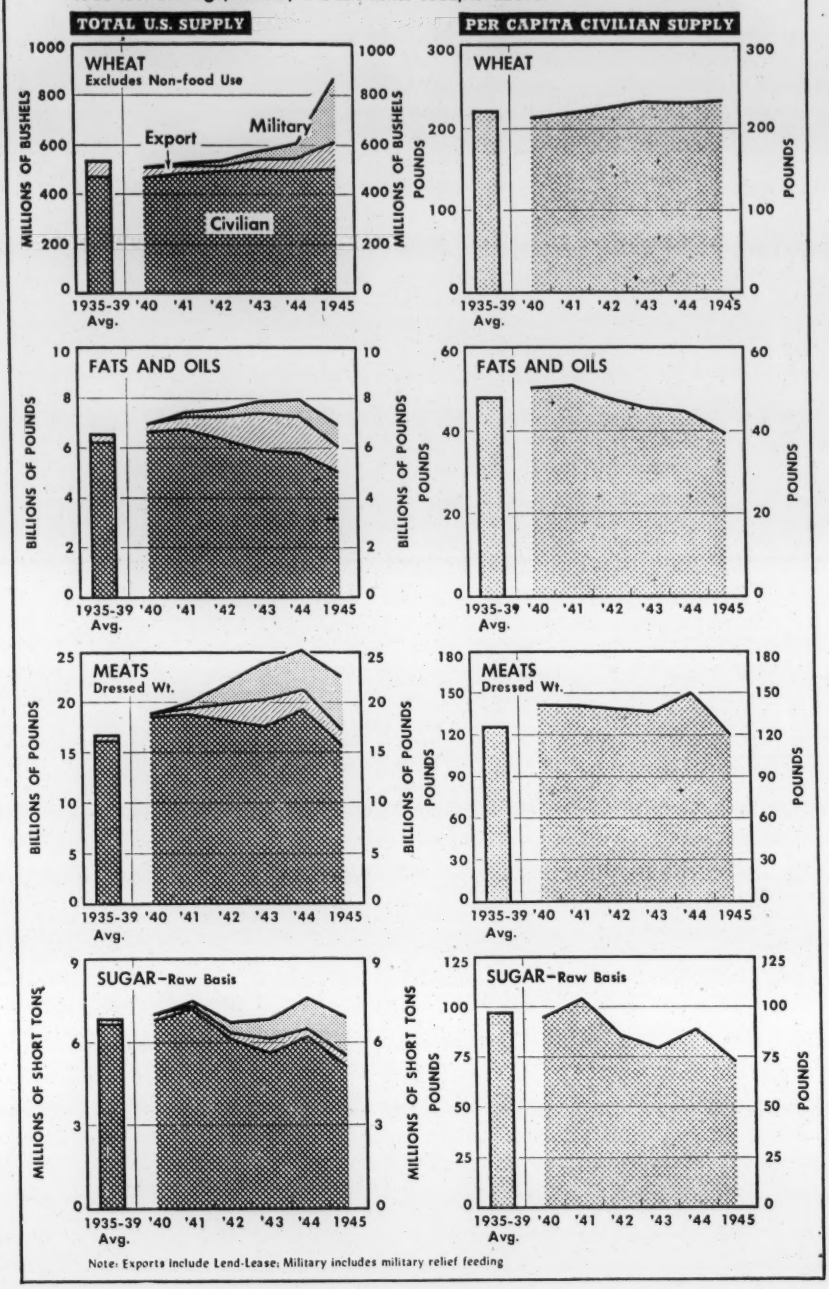


At the same time, requirements for the armed services (which include relief feeding) are up from 4 billion pounds last year to 5.4 billion pounds, which is partially offset by a drop in exports. The civilian share of the total will be down from 19.3 billion pounds to 15.6 billion pounds in 1945. And that comes to 120 pounds per person. This is only 3 percent below prewar.

But for the millions who rely on the corner butcher for their meat, the per capita estimate of 120 pounds is overstated. An allowance must be made for above-average consumption by farmers and ranchers who produce it, for the poundage that goes for commercial canning and institutional use, for the quantity served in meals by hotels and

LEAN YEAR FOR SOME FOODS

Per capita civilian supplies of fats and oils, meats and sugar in 1945 are below 1935–39 average, wheat, a basic relief food, is above.



Note: Exports include Lend-Lease; Military includes military relief feeding

restaurants, and for the "shrinkage" from carcass weight once the meat is trimmed and boned for retail sale.

Shipments abroad are often over-emphasized as a cause of the domestic meat shortage. Although this country exports about 7 percent of its production, military procurement abroad—in Australia, New Zealand, and Argentina—offsets about half of this.

The problem in meat is twofold:

1. ***To increase production and slaughter.*** This is being done through an integrated program to boost price guarantees to producers, payments to widen operating margins to cattle feeders, and additional subsidies for processors.
2. ***To improve the distribution of meat, especially in urban areas.*** Toward this end, the War Food Administration and the Office of Price Administration have taken steps to increase the volume of cattle flowing to federally inspected slaughterhouses. Since only federally inspected beef can move across State lines, and since cities generally depend on interstate shipments, this means that more beef will flow to civilians in the cities. At the same time third-quarter military and governmental allotments are down 10 percent from the second quarter. By July 1 the civilian population will receive 70 percent of the better grades of federally inspected beef as compared with 40 percent in April and early May. As a further measure, all processors are now required to ship beef according to a "normal" distribution pattern; this will also tend to level the geographical peaks and valleys in supply.

However, a more basic improvement in the meat situation cannot be expected until late in the year, when marketings of livestock increase. Moreover, as long as consumer buying-power stays at high levels, the armed services continue to require large quantities from available supplies, and a program of relief-feeding must be carried on, civilians will not be able to buy the meat they want.

Sugar

Because of a severe drought in Cuba, less-than-expected supplies from Puerto Rico, and wartime disruptions in European countries which normally supply a major part of their own needs, the world sugar situation is very tight. In fact, total sugar available to United Nations' countries is about a half-million tons short of last year's consumption. This leaves a smaller supply for the United States, yet military and export demand is 29 percent higher this year than last.

In April, food officials of the United States, Canada, and Great Britain met in Washington to decide on a fair distribution among all claimants, including newly liberated areas. A total of 1,800,000 tons were

allowed for the Army, Navy, relief, and lend-lease, and 5,100,000 tons for United States civilians—about 73 pounds per capita (the same rate as in the United Kingdom and Canada), as against 89 pounds last year. But we ate more than half of our 1945 sugar supply in the first 6 months, so consumption for the rest of the year must run at an annual rate of about 68 pounds.

That, briefly, is why the value of sugar-ration stamps for ordinary household use had to be reduced 25 percent to a yearly rate of 15 pounds per ration-book holder, and why the maximum allowance for home canning was reduced by an equal percentage to 15 pounds a person, with a limit of 120 pounds for any one family. It has likewise been necessary to reduce allotments for institutional and industrial users.

The sugar shortage is likely to extend into 1946—until the Philippine sugar industry is restored and the liberated countries can lift sugar-beet production and processing to normal levels. In the meantime, a special labor force, including thousands of prisoners of war and nationals of neighboring countries, has been made available to continental United States sugar producers. Steps are also being taken to insure full production of sugar in the off-shore areas so important to our supplies: Cuba, Puerto Rico, and the Caribbean area in general.

Fats and Oils

Because of sharply reduced hog slaughter and consequently diminished lard production, United States supply of edible fats and oils is likely to be down 13 percent this year to an estimated 6,950,000,000 pounds. At the same time, shipments to liberated countries will be up—fats and oils are a "must" in the human diet.

Per capita consumption of edible fats and oils (including butter) dropped from a prewar average of 48 pounds to 45 pounds last year. And for 1945 as a whole, indications are that average per capita use will be in the neighborhood of 40 pounds, a drop of more than 16 percent from the prewar standard. Because of large consumption in the first half, the annual rate over the rest of the year will decline to 37 pounds per person. (This, however, is large by recent European standards. Under German occupation, such countries as France, Belgium, and Holland consumed as little as 20 pounds per capita.)

Measures are being taken to ease the tightness in fats and oils. Pig production will increase this fall; top limits have been removed on weights at which hogs are eligible for price support (this will encourage feeding to heavier weights), and quantity shipments of copra (dried coconut meat for coconut oil) from the Philippines will be started as soon as the military situation permits.

Wheat

Production of a number of important foods will be up this year as compared with 1944, namely, milk, fresh and frozen fish, and some fresh vegetables; wheat will approximate last year's record crop.

Wheat is the one basic food that has been, and should continue to be, in ample supply throughout the war; and it will go far to make up serious food deficits abroad. But the prospect here is not entirely free of problems. Railroad cars for shipment to seaports are insufficient; port facilities in Europe have been damaged; the quantity of bags and bagging available in North America is not enough to handle the large volume of shipments involved. In spite of these difficulties, substantial shipments of wheat and flour have already been sent abroad and the rate is increasing. However, liberated Europe cannot live by wheat alone. Shipments of wheat must be supplemented by at least moderate quantities of sugar, dairy products, fats and oils, and peas and beans.

In spite of all that can be—and is being—done, America must face the fact that the over-all supply of food for home consumption will continue to be less than demand for at least a year. Meanwhile, certain steps are being taken to relieve some of the worst difficulties:

Food goals for 1946 are being set at continued high levels.

The War Production Board is increasing the flow of steel and other critical materials for farm equipment and farm supplies.

Food handling facilities on the Pacific Coast are being enlarged and modernized to relieve civilian food distribution in that area from the pressure of heavy military shipments.

The Foreign Economic Administration is intensifying its efforts to locate and utilize available supplies in other parts of the world—beans from Mexico, vegetable oils from Africa, etc.

However, we must rely mainly on production to expand supply. And we must take every practical step to conserve the food we have.

VIII

AID TO LIBERATED EUROPE

The United Nations have freed Europe from the Nazis but—

Agriculture has been disorganized;
Transportation facilities have been wrecked;
Plants have been destroyed;
Coal mines have been damaged;
Power plants have been sabotaged;
More than 20 million people have been uprooted from their homes.

Liberated Europe is desperately short of food, clothing, fuel, medical supplies, and shelter—the basic items for human existence. In addition to that, it needs minimum quantities of materials, machinery, and equipment to get back on its feet as a "going concern." A shipload of seed, fertilizer, repair parts, farm equipment, and coal-mining machinery now may save a dozen shiploads of food, fuel, and medicine later on.

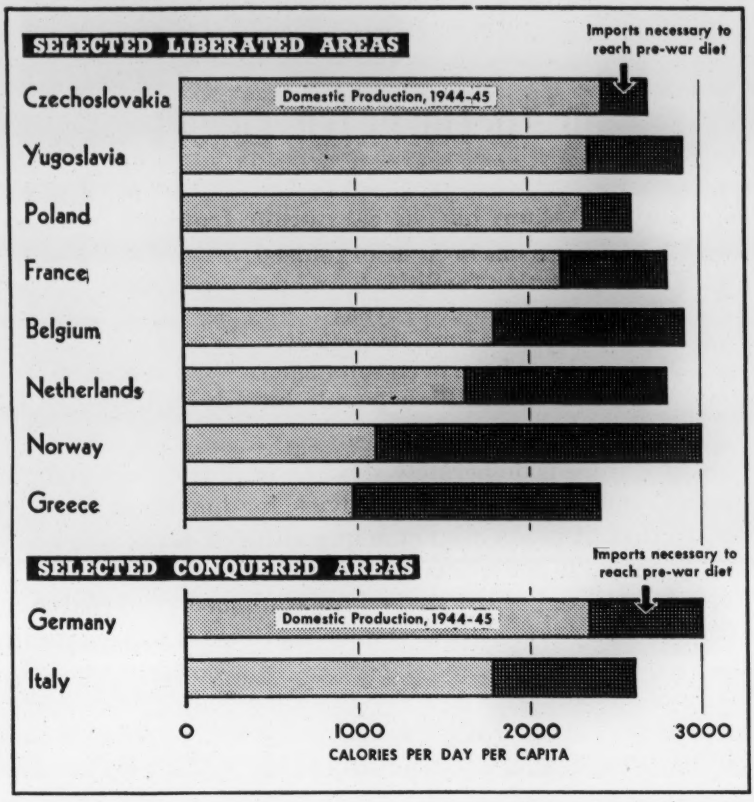
Aside from humanitarian considerations, the United States has reasons for helping liberated Europe. We have learned that we cannot ignore what is happening in other parts of the world. Economic distress in Europe is scarcely so far removed from this country as thousands of miles of ocean might suggest. Economic conditions are directly related to political stability. And without political stability in continental Europe there is little hope of realizing world peace and the progressive international relations we seek.

Food is a prime requirement in liberated Europe. Generally speaking, a grown person needs about 2,000 calories a day to subsist and considerably more—some 2,600—if he is to do active work. But Greece can produce only enough food to supply 970 calories for its people, Albania 1,015, Norway 1,115, the Netherlands, 1,630, and Belgium, 1,795. To provide even a bare subsistence diet, these and other liberated countries must supplement their domestic food supplies with imports. (See chart: The European Food Supply.)

Computing our calorie supply by the same methods used for Europe, each person in the United States will have an average of 3,050 calories a day this year, about the same as before the war. And a relatively small amount of food from us can mean a great deal to Europe. For

THE EUROPEAN FOOD SUPPLY

1944-45 output of many areas has to be eked out to reach subsistence requirements (2,000 calories) let alone pre-war diet.



example, if the United States were to cut down its calorie supply by only 8 percent it would be enough to increase the daily supply of the above five food-poor countries by more than 80 percent and give them the 2,600 calories a day needed for an active population.

The rate of United States relief shipments to liberated areas has increased sharply since the beginning of the year. In some items, such as meat and fats and oils, the amount that can be sent abroad is limited by shortages at home; in others, such as wheat and cotton, the limiting factors are shipping tonnage and unloading facilities. In other words, because of domestic food shortages and the tightness in merchant tonnage, we are not in a position to ship all the food that liberated areas need; however, many other countries are making their contributions.

Transition Period

Relief for Europe is now in a transition period. As each country was liberated, the Army—because of military necessity—assumed responsibility for supplying minimum needs. As planned, this responsibility is now being turned over directly to the governments themselves (as in France), or to the United Nations Relief and Rehabilitation Administration, in cooperation with the respective governments (as in Greece and Yugoslavia).

UNRRA consists of 44 member countries and is supported by a contribution based on the national income (for the year ended June 30, 1943), of each of the member countries which was not invaded.

It provides relief at the request of the Army or the government in need—and then only if that government has insufficient foreign exchange to pay for its supplies. Right now, UNRRA is operating in Greece, Yugoslavia, Czechoslovakia, Poland, Albania, and—to a limited extent—in Italy. Moreover, in cooperation with the military, UNRRA is helping millions of slave laborers and other displaced persons to return to their homes.

Last March, Justice Byrnes established the Inter-Agency Committee on Foreign Shipments, consisting of representatives of the Foreign Economic Administration (chairman), Army, Navy, War Food Administration, War Production Board, War Shipping Administration, and State Department. Its task is to coordinate the export of all civilian supplies including those for relief and rehabilitation.

The Committee is reviewing existing supplies, examining present commitments, and developing a unified program for the export of civilian supplies in the light of our capacity and the needs of our military forces and the domestic economy. It has prepared a series of "balance sheets" for commodities and goods in short supply; such as food, textiles, machinery, transportation equipment, materials, and farm equipment. These balance sheets (1) weigh the world availability of each scarce item against the total demand, and (2) the extent of that demand upon us in relation to our own supplies. These are the bases for determining just how far we can go in exporting civilian supplies—for whatever purpose—without endangering our requirements at home.

The Committee recently arranged through the Army-Navy Liquidation Commissioner, for the Army to turn over its surplus equipment and supplies in Europe to the Foreign Economic Administration where desired for transfer to liberated countries. Under the plan, 16,000 used trucks are being turned over to the Foreign Economic Administration; also some medical supplies. As a result of this policy, critically needed equipment is made available to Europe promptly; materials, manpower, and shipping space are saved at home; and our surplus property abroad is reduced.

The European countries want to help themselves. Hence, in cooperation with the United States and the United Kingdom, there have been set up (1) the Emergency Economic Committee for Europe, (2) the European Coal Organization, and (3) the European Central Inland Transport Organization. Each of these has representatives of most of the liberated countries as well as the United States and the United Kingdom. The primary task of these bodies is to make the maximum use of Europe's resources, to explore ways and means of filling the Continent's requirements at home before calling on the United States or the United Kingdom for aid.

The United States is not supplying Europe single-handed.

Through the Combined Food Board, Combined Production and Resources Board, and the Combined Raw Materials Board, the United Kingdom is sending coal, clothing, transportation equipment, shoes; Canada is sending trucks, tractors, industrial machinery, nonferrous metals; Brazil and Mexico are sending textiles; Argentina, leather; India, jute. And each of these nations—together with Australia, Uruguay, New Zealand, Cuba, British Empire countries, and the French and Belgian colonies—is sending food: wheat, flour, fats and oils, beans, peas, rice, meat, sugar, canned and frozen fish.

As conditions on the continent return to normal, more countries may be expected to participate in the job of helping Europe get on its feet. Sweden is already making locomotives for the Netherlands and should soon be shipping pulp and paper to Europe in general. Switzerland is manufacturing locomotives and mining equipment which will help to relieve transportation and coal shortages.

Nevertheless, there is no gainsaying the fact that the United States, as the biggest producing nation, has been—and must continue to be—the biggest single supplier of relief to Europe. And because United States military authorities are relinquishing their responsibility for supplying European civilians, because UNRRA's funds and operations are limited, and because the lend-lease appropriation now under consideration by Congress will provide only for war-supporting requirements, new legislation is necessary to assure adequate financing of our supply program for liberated countries. This financing will not take the place of long-term credits; it will be used for wake-of-war requirements only.

Recently, a special mission headed by Judge Rosenman made a survey of the supply system for liberated Europe. The result was a recommendation to explore ways and means of improving our supply procedures. Such a study is now being made by the Office of War Mobilization and Reconversion with the aid of the Bureau of the Budget.

IX

WHAT VJ-DAY MEANS

Just as the Federal war agencies were prepared for VE-day, so must they also be prepared for VJ-day. They must have on tap a variety of plans for a variety of contingencies—particularly they must have plans for an early defeat of Japan as well as a late one.

The timing makes a great difference. Today 45 percent of American energies are concentrated on war and war-supporting activities; a year from now, as military needs gradually decline, only about 30 percent will be required. Similarly, employment in the munitions production will taper off from about 8.6 million workers to less than 6 million. And whereas today the automobile, refrigerator, electrical equipment, and other consumer durable goods industries are only starting to reconvert, a year from now the reconversion process will have been well advanced, civilian production will be accelerating rapidly, and manufacturers will be prepared to take on workers. At the same time, many workers discharged from war plants will have found jobs. Hence the later VJ-day comes, the fewer war workers will have to be absorbed, the smoother will be the transition, and the shorter the lag between cut-back disemployment and reconversion reemployment. Conversely, the shorter the war, the greater will be the VJ-day dislocations. We are determined to achieve victory as soon as possible. That will save lives, and that's what counts. All agencies are concentrating on winning the war quickly. Simultaneously, they are getting ready to meet the problems which an early VJ-day will bring.

Most Controls Will Go

But regardless of when VJ-day comes, the problems will be much the same. Indeed, those problems are already with us: contract cancelations and terminations, plant clearance, handling of surpluses, mustering out veterans, handling unemployment claims, dropping controls. Thus getting ready for VJ-day is a continuing process. But when VJ-day comes the scale of operations will move up. The volume of terminations, of surpluses to be sold, of unemployment claims will increase sharply.

VJ-day will signal the removal of most wartime controls. Today it is necessary to see that manpower, materials, and machinery are not

diverted from war production and, therefore, to maintain many restrictive orders on production, distribution, and prices. After VJ-day, the job before us will be to move resources out of war production into civilian production. Thus after VJ-day, many War Production Board controls will be a hindrance rather than a help.

But there are exceptions even to this generalization. Unless VJ-day is much longer delayed than expected, a few materials will still be too short to permit unrestricted bidding for them. Not only would prices rise, but also essential requirements might not be met; speculative hoarding might prevent the necessary flow of materials into the industrial economy. Crude rubber and tin, the supply of which comes largely from Japanese-held areas, are cases in point. Hence, continued allocation of a handful of commodities may be necessary after VJ-day.

Further, we may have to continue our efforts in directing the production of low- and medium-priced textiles and shoes—at least until supplies come much closer to demand than they now do. And to protect liberated areas and foreign economies which depend on the United States for supplies, manufacturers may have to continue to set aside certain proportions of their output for export. We may also have to control exports to protect domestic supplies of short items.

The controls after VJ-day will have one common purpose—to smooth the transition between a war and peacetime economy. Whether controls are necessary and for how long will be determined by when VJ-day comes. Suppose the Japanese were to surrender a year from now. By that time, most of the kinks will have worked out of the reconversion process, most if not all of the bottlenecks in peacetime production will have been broken, and a chain of supply will have been established from producers of raw materials to manufacturers of end products to wholesalers and retailers. Under such circumstances, retention of bottleneck-breaking and scheduling functions would be superfluous. But if VJ-day were to come two or three months from now, before industrial supply-chains had been reestablished, those functions would be temporarily useful to keep the pipe line flowing evenly and maximizing production.

Price Controls

Again in price control, the timing—the state of reconversion—will determine how many exceptions must be made to a general policy of removing ceilings. Today specific shortages persist in many segments of the standard of living—food, textiles, shoes, and in all durable goods, housing, automobiles, electrical appliances. None of these shortages is likely to be corrected in the next three months. Therefore a quick defeat of Japan would not immediately alter the need for some price controls; nor would it do away with the necessity to ration

shoes, certain foods, and other items. Automobiles might have to be rationed for a brief period until such essential users as the police force, doctors, nurses get taken care of; also refrigerators to hospitals and houses in tight areas.

Danger of Deflation

VJ-day will bring a sharp contraction in munitions employment. Workers will be discharged from plants making planes, shells, tanks, guns, and ships. Also overtime will drop and shifts from high to low wage industries will be speeded up. This will result in a drop in the income and hence in the purchases of these workers.

To be sure, many workers have built up savings during the war; also unemployment compensation benefits will tide them over the unemployment period. But even liberal unemployment benefits are low compared with wages, and families whose incomes drop will curtial their expenditures—they will not buy quite so much groceries, they will put off getting shoes or clothes; they will introduce economies into their scale of living. Such curtailment of expenditures could bring about secondary unemployment—in retail stores, in textile production, and so on. As one group of workers is laid off, others are inevitably affected.

This presents a real danger. The remembrance of the depression is clear to most of us. At the first development of widespread unemployment, even those who are not unemployed may feel economically insecure and will freeze on to their savings and spend less. This would be bound to deflate demand; manufacturers would be less anxious to expand; and instead of coming out of the war with an expanding economy and jobs for released veterans and war workers we will face another depression.

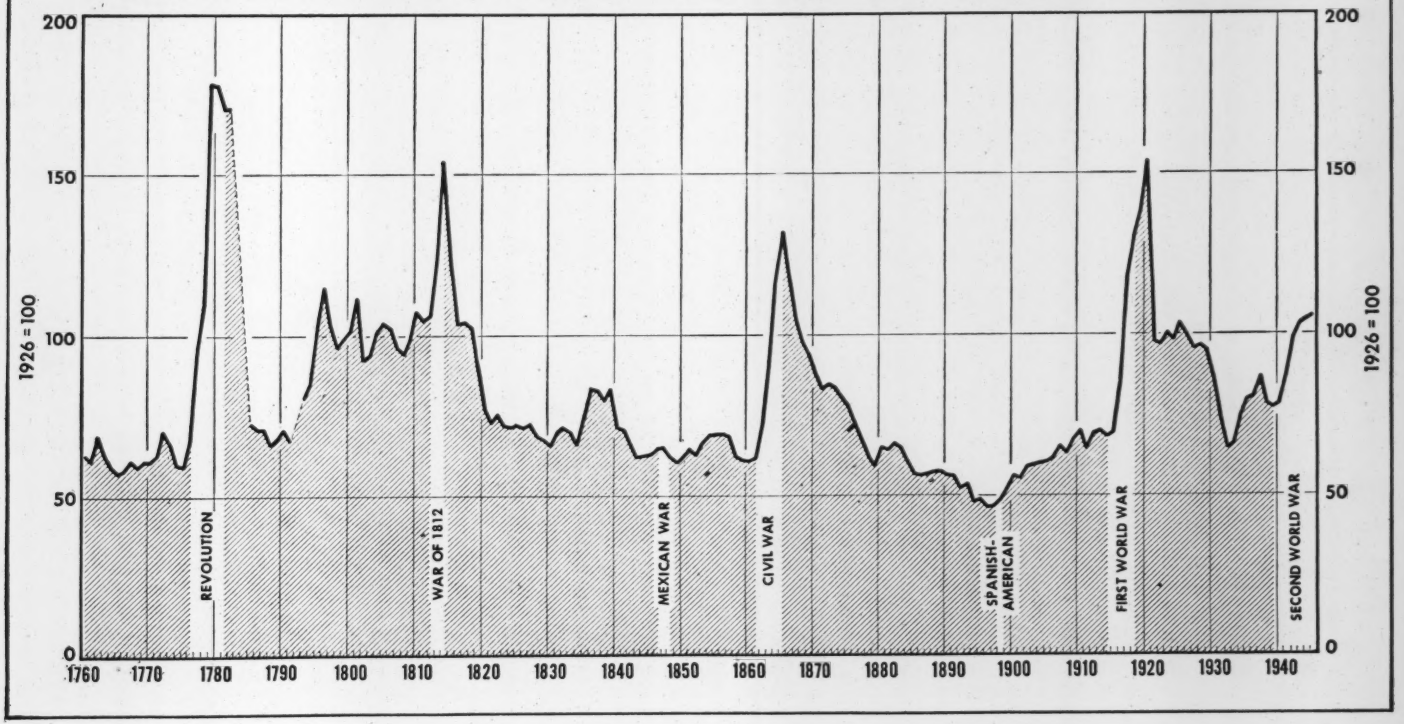
Inflation Danger

But there is another possibility; economic history may well repeat. During and after every war, prices have risen sharply then declined sharply. (See Chart: Prices—Before and After the Wars.) So far during this war we have managed to hold prices in check. We cannot afford to give up the fight just when it seems won. The point is that cash and cash-assets are at record levels (p. 39), and that most people after VJ-day will still have good incomes. Expanding expenditures of this group could offset contraction in purchases of the unemployed and induce an inflationary price spiral. Moreover, once production did get started, manufacturers, wholesalers, and retailers, might buy inventories, fearing prices would rise. This would lead to a repetition of the 1919–20 boom and collapse.

Thus, we must be prepared for inflation and deflation, or for a delayed inflation after an immediate deflation following VJ-day.

PRICES — BEFORE AND AFTER THE WARS

Over 185 years of American history, major conflicts have resulted in sharp price rises, followed by sharp declines.



The basic cure is the same; to step up production which increases supply on the one hand and reemployment on the other. Toward this end, we must get rid of controls that are not needed and retain controls that help. However, if reemployment is slow, if a deflation spiral threatens, then the Government must be prepared to take positive action to bolster income and create jobs through public works. During the war, many Federal, State, and local Government projects—highways, post offices, schools, hospitals, police stations—have been postponed because the materials and manpower were more urgently required in war work. VJ-day will offer the first opportunity to cut into the piled-up backlog of public construction on a large scale.

Already, some projects are planned, financed, and ready to go. But the total volume ought to be far larger, to permit a strategic selection of projects to fit into post-VJ-day conditions. Only if we have a large shelf of public works in the blueprint stage will we be able to quickly get a building program under way. Under such conditions speed would be of utmost importance to quickly provide interim employment to get our economy on the upgrade again, in the event that mass unemployment develops before business has had time to reconvert. In this connection, private business should advance its plans to the blueprint stage now.

The construction industry cannot jump into the breach right away. It has a reconversion job. Hardware, plumbing, and other equipment must be manufactured. Stocks of building supply dealers all over the country must be replenished, and contractors must rebuild their organizations. During this period of reconversion in the construction industry, the government must be particularly careful not to compete with private construction. Public projects should be timed to fill in the lulls when private construction falls off, when the industry is not operating at capacity, and when public construction will be most effective in cushioning a decline in employment.

I should like to point out again the need to increase unemployment benefits to cushion the shock of unemployment during the switchover period. If the end of the war comes abruptly and unemployment develops on a larger scale than we anticipate, adequate unemployment compensation will be that much more urgent.

Up To All of Us

Inevitably VJ-day will bring dislocations and unemployment. And Government agencies have to be ready whenever VJ-day comes—to clear the decks for all-out reconversion—to cancel contracts, render

financial assistance to contractors, help returning servicemen and discharged war workers find jobs, remove controls, guard against inflation, and be prepared to check deflation.

Yet, though the Government can and will do all those things, the real job in achieving a swift transition will fall upon industry, labor, and agriculture—on the businesses, farmers, and workers who comprise our economy. Though the Government can facilitate reconversion, though it can take positive measures to support income or prevent inflation, attainment of a high level of production and consumption depends on the initiative, resourcefulness, imagination, and know-how of all of us. Moreover, to withstand the economic shock after VJ-day, we shall need the tolerance, understanding, and good will that have served so well during the war.

X

THE BRIDGE BETWEEN TODAY AND TOMORROW

The Congress, in setting up the Office of War Mobilization and Reconversion, directed me, subject to the direction of the President, to

> **"formulate or have formulated such plans as are necessary to meet the problems arising out of the transition from war to peace."**

Keeping an eye to the future is a mandatory function in the work of this office.

In 1939, our national output hit its highest peacetime level, higher than in 1929, higher than in any previous year of our history—$89 billion. Five years later that record figure was dwarfed by a new record output of $200 billion. Prices were higher but the quantity of goods and services produced in 1944 was over three-fourths again as high as in 1939. We succeeded in piling our new wartime economy on top of a peacetime economy; in achieving feats of production no one believed possible. In so doing, we opened a totally new vista of what the future can hold. (See chart: Postwar Challenge.)

The word "reconversion" carries with it a sense of going back to what existed before. In many ways, we do want to go back to the comforts and pleasures of peacetime America. But as far as our national economy is concerned it would be disastrous to go back, for we would be going back to the misery of mass unemployment.

After the war, the American economy must be dynamic, with expanding business, expanding markets, expanding employment, and opportunity. The American people are in the pleasant predicament of having to learn to live 50 percent better than they have ever lived before. Only the defeatist can scoff at this inescapable fact that we must build our economy on that basis.

This expansion must be brought about by positive policies on the part of business, agriculture, labor, and local, State, and Federal Governments.

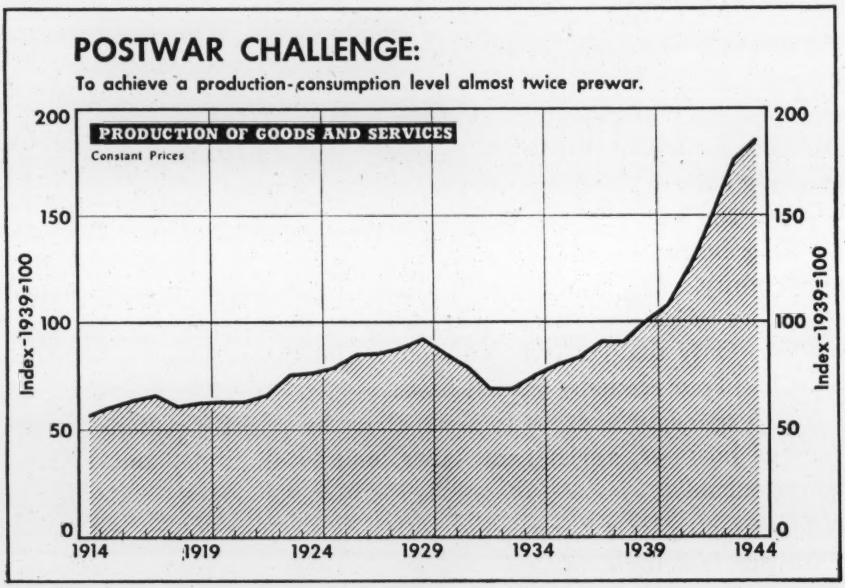
The time to start hammering out these policies is now, while the transition is still young.

Especially important are the plans which individual businessmen are now making for postwar activities. The stimulation of businessmen to plan for expansion after the war which is being carried on by organizations such as the Committee for Economic Development, local Chambers of Commerce, and by other national and local trade associations is of great significance and encouragement.

The vast reservoir of liquid assets—currently estimated at $230 billion or almost three times the 1939 total—adds a completely new factor to our economy. These financial resources, plus the great need for goods which has been built up during the war, can be a self-starter for our postwar economy, and if handled right, a "fly-wheel" for years to come. How high businessmen aim, how resolutely they act will be an important factor in building a bridge from the present wartime peak to steady high levels of employment and production, with subsequent profit to all hands.

The Role of Government

We know that the efforts of business and labor, to reach and maintain this new level of activity, important as they are, will not be enough. Thoughtful persons realize that the Government must shoulder major responsibility in adopting constructive policies to help us reach and hold high levels of production. We can clearly see the areas in which Government must take action.



From the following nine-point agenda a postwar economic charter for a steadily rising American living standard must be built:

1. **Taxation.** A complete modernization of tax laws to help achieve stable high levels of employment and production.
2. **Small business.** A program to foster small business and encourage the birth of new business.
3. **Competition.** A fair, vigorous anti-monopoly program because competition is a keystone to our free society.
4. **Labor, Management, and Wages.** Measures to reduce industrial strife, the broadening of the minimum wage laws and the encouragement of a high wage policy by business.
5. **Foreign Trade.** The breaking down of artificial barriers to trade and positive measure to encourage world trade.
6. **Social Security.** The broadening and expansion of unemployment compensation, old-age pensions, health and education programs of Federal, State, and local governments.
7. **Farm Program.** Measures to assure the farm population an opportunity to enjoy the same standard of living, health, and educational facilities as the rest of the American people.
8. **Public Works and Construction.** A long-term program of public works tied in with the government's fiscal policy, and a program to encourage far greater volume of private construction for housing than we have ever had in the past.
9. **Fiscal Policy.** A fiscal policy aimed at maintaining the economy at or near full employment, and coordinating all government programs that have either an inflationary or deflationary effect.

The Congress and the various executive agencies of government have been working diligently in all these areas of economic policy. Privately supported agencies, including the labor unions and farm organizations, are also hard at work seeking answers to these problems.

The Office of War Mobilization and Reconversion, as directed by the Congress, is working with all these groups in seeking to determine policy and to make recommendations, where necessary, for action by the Congress. In this report, I shall not do more than to discuss very briefly the nature of some of the problems and the direction in which solutions must be found.

THE POSTWAR TAX BILL

I regard the modernization of our tax structure as the foundation of our entire program to reach and maintain full employment after the war.

In our complicated economy it is not easy to see the ultimate effects of taxes, on whom they fall nor what they mean to the prosperity of the people. After the war, Government revenue needs will be three times what they have ever been in peacetime. The federal tax structure will, therefore, be a far bigger factor in the economic health and stability of our Nation than ever before.

I believe the following principles should guide us in constructing our tax program:

1. Taxes should be levied in such a way that they have the least harmful effect on the expansion of business investment and the creation of jobs, because productive employment is the source of our standard of living, of all income, and of the revenue which the government collects from taxes.
2. Taxes should be levied in such a way that they have the least harmful effect on the maintenance of mass markets and mass purchasing power because that is the basis of business, labor, and agricultural prosperity.
3. Taxes must be fair among people.
4. Tax policy should be integrated with a fiscal policy designed to prevent inflation and deflation.

Acceptance of these principles means, in my opinion, that the personal income tax must be the chief source of tax revenue and the base must be broad.

It means that we should eliminate as far as possible the sales and excise taxes, because they not only put an unfair and hidden tax burden on those with low incomes, but they also restrict markets for business.

The excess-profits tax should be repealed after VJ-day. Taxes on business earnings should be modified, bearing in mind, on the one hand, the revenue needs of the Government and, on the other hand, the incentive for risk-taking and expansion to be gained by the modification.

The Congress, well aware of the vital importance of the post-war tax structure, has been working for some months through the Joint Committee on Internal Revenue Taxation on a postwar tax bill. The Treasury has been cooperating in this study and the Secretary of the Treasury set up an interdepartmental committee to assist in studying this problem.

There is an important benefit to an early adoption of a postwar tax program.

As the Advisory Board of this Office has pointed out, the sooner uncertainties in postwar tax structure are removed the sooner business management will be inclined to make firm commitments for expansion and the faster men can be put back to work following the wholesale cancelation of contracts that will occur with the unconditional surrender of Japan.

In this sphere, local and State Governments have an important responsibility too. The Treasury, the Bureau of the Budget, and the Council of State Governments, have taken steps to coordinate fiscal policies of local, State, and Federal Governments during the war. Means should be set up whereby as far as possible local, State, and Federal postwar fiscal policies can be jointly arrived at and jointly carried out.

SMALL BUSINESS

Basically, small business needs what all business needs—a market and an economic environment that will supply the incentives and the opportunity for expansion. However, small business does have some disadvantages, just as it has some advantages. Special needs of small business include (1) technical knowledge to improve the management factor; (2) adequate sources of financing.

Studies show that the lack of managerial know-how, lack of such rudimentary tools of management as accounting, stock control and so forth, are big factors in small business failures. There is evident need for agencies of Government to put at the disposal of small businessmen information—an easy-to-understand set of management tools, with business itself helping to formulate the program.

Good precedent for this is found in the work of the Department of Agriculture. By placing information and knowledge at the disposal of farmers, the Department has helped raise the efficiency and productiveness of every type of American farm. The Government can perform a comparable service for American business, particularly small businesses which would want such service.

The problem of providing working capital for small business has received special attention during the war. Emergency legislation enacted early in the war, or carried over from the prewar period, authorized Federal agencies to make direct loans to business enterprises, to participate in loans made by private institutions, or to guarantee or insure such loans. Many small firms will be seriously affected if these emergency sources of working capital are withdrawn before the end of the reconversion period. These powers should be continued through the reconversion period and restrictions prohibiting their use in financing nonwar production must be removed. The difficulties small businesses face in acquiring long-term and equity funds call for additional measures, which are already under study by the Congress.

COMPETITION

Competition has always been the heart of America's economic vitality. It is also the center of our economic philosophy. In the transi-

tion and postwar period, we shall have an unparalleled opportunity to extend the area of effective competition. In this connection, the encouragement of new and small businesses is basic.

The Surplus Property Board has established the policy of plant and equipment disposal to avoid greater concentration of economic power and to foster competition wherever possible. This same policy will guide all government agencies in the reconversion period.

Obviously of major importance is the enforcement of the existing antitrust laws. During the war, enforcement has been suspended in some fields. The scale of operations was never very large. The maximum budget of the Antitrust Division was $2,325,000—about what we spend on the Smithsonian Institute. As soon as the primary needs of the war permit, we should get on with the job of carrying out the intent of the antitrust laws. Many American businessmen recognize that the principles of free enterprise require vigilance in combating monopolistic practices. Businessmen cannot, as the late President Roosevelt stated "term each antitrust prosecution as a persecution."

Congress has before it a number of proposals intended to make our patent system more consistent with the national policy for preserving competition. Some steps must be taken to assume that the right to derive profit from the use of an invention is not used as a means of dividing markets, restricting output, or setting prices.

It is not enough to have an anti-monopoly policy. We must have a positive program to encourage competition. We must seek out the elements in our economy that are necessary to its survival and organize our institutions accordingly.

LABOR, MANAGEMENT, AND WAGES

Just as the new conception of close, intelligent relations between management and labor was important in achieving the miracle of war production, so can it be important in a comparable miracle of peacetime production.

The Labor Charter, sponsored by the Chamber of Commerce of the United States, the American Federation of Labor, and the Congress of Industrial Organizations, is an indication of the new spirit of teamwork that was born of the war and which it is so vital to preserve as one of our postwar national assets.

American business is coming to realize that a high wage policy is in the long-run interest of everyone because it helps create the markets necessary to move goods from farm and factory—to store shelves—to the homes of America. And these high wages are necessary to achievement of the high standard of living which we can and must attain. Labor will continue to bargain for higher wages and management is recognizing the right of collective bargaining as a proper part of an economic democracy. This bargaining is most effective

when conducted in a spirit of understanding and tolerance on both sides. Such understanding is evidenced in the growing realization within the ranks of labor, that a requisite of higher wages is higher production per man. To protect unorganized labor and to safeguard markets for business, the Government, as noted elsewhere in this report, should put a floor under wages.

We must make a determined effort to substitute arbitration and other orderly procedures in the place of strikes and violence, with their inevitable hardship to the worker and great economic loss to the Nation.

FOREIGN TRADE

The fundamentals of the United States foreign economic policy are simple and clear:

A. We want our consumers and businesses to have the right to buy and sell in markets without discrimination. Only in this way can we secure the most efficient use of division of labor among nations with the maximum advantages to our American standard of living.

B. We want to cooperate with other nations in promoting world peace and economic and financial stability. The United States cannot be an island of stability in a sea of instability nor can world stability be achieved without American prosperity and cooperation.

C. We want to promote the free international movement of capital as a means of channeling American investment into the uses which are most productive to us.

This is neither a "give-away" policy nor a "beggar-my-neighbor" policy. It is a policy for realizing the greatest advantages of mutually beneficial exchange and cooperation.

It is equally clear that there are a number of measures which must be taken to achieve the foregoing objectives.

1. **Renewal of the Trade Agreements Act, the 50 percent reduction limit to apply to the rates existing in 1945. Ratification of the Bretton Woods Agreement establishing an International Bank for Reconstruction and Development, and an International Stabilization Fund.**
2. **Strengthening of the Export-Import Bank to allow it a broader sphere of operation.**
3. **Repeal of legislation prohibiting loans to governments in default of their obligations to the United States.**

Congress has taken favorable action on one of these measures. I sincerely hope it will approve all of them in the near future.

I urge also a prompt clearing-up of all foreign government debt to the United States on a realistic basis. It is most important that we do not enter into the postwar period with the channels of international trade blocked by controversies over obligations growing out of either World War I or II.

SOCIAL SECURITY

The United States is a country of enormous physical resources. Yet its greatest asset—the ultimate source of all its vast wealth—is people. Unless we take proper measures to give every child the right start in life—through education and adequate medical facilities—we are guilty of wanton waste. Unless we guard the grown individual against the full shock of the inevitable dislocations of our highly mechanized civilization, we are unnecessarily callous.

It is most desirable that the States play their part in providing protection for their own citizens. Because concerted action of this nature takes time, it is not too early to consider the general structure of a more adequate social security system.

We need to consider broadening the coverage of unemployment compensation; old-age and survivors' insurance; the provision of sickness and disability benefits; provision of better medical care; the institution of more adequate grants-in-aid to the States for hospitals and health centers; and better equalization of educational opportunities.

Social Security is vital not merely as a humanitarian but as an economic policy. Adequate protection against the major hazards of modern society is a necessary factor in maintaining mass purchasing power, which in turn is the basis of full employment.

FARM PROGRAM

During the war, agricultural production has increased more than 30 percent and at the same time, the number of people living on farms has dropped 20 percent.

This is a record of which to be proud but it suggests that after the war there will be a problem of finding markets for farm produce or of making basic agricultural readjustments.

The basis of any sound prosperity for farmers must be the maintenance of our business economy at or near full employment. This is necessary to provide a demand for farm products and to avoid a disastrous dip in prices which even the supports which the present law provides would be hard put to prevent. Conditions of full employment will also be necessary to allow the excess farm population to find productive and profitable employment in towns and cities.

Present legislation provides for maintaining supports under farm prices. How successful these supports are will depend on general business conditions and the maintenance of purchasing power. It may well be that price supports might tend to encourage the production of some farm products at a time when this should no longer be encouraged. At the same time, price supports might discourage marketing of agriculture produce if prices were out of line with consumers' incomes.

Nevertheless it is absolutely essential that the Government make good on its commitments given to farmers during wartime to encourage production. Justice Byrnes stated in his report of April 1, 1945:

> **"Situations may arise . . . in which it would ultimately cost the Government less, and be to the long-time interest of the producers, to permit the prices to decline below the authorized support level, and make up the difference with direct Government payments."**

I urge that this idea be given most thorough study. The maintenance of prices under the present system is in effect a payment which the government requires the consumer to make to the farmer to take care of a price situation that would put the farmer at a disadvantage with the rest of the population. However, if the Government makes this payment direct, it has the advantage of permitting the consumer to get more for his money, thus encouraging increased consumption. It allows farm prices to reach their natural level and thus puts the farmer in a better position to compete in the foreign market. And the surplus payments can be so adjusted that the farmer can be steered away from those crops which are not profitable to produce.

I am attempting to do no more in this report than to draw attention to the profound problems that will be upon us as soon as the rest of the world gets back into farm production. We must be prepared to think and act accordingly. Businessmen must realize that the farm problem is their problem, just as farmers must realize that unemployment in industry inevitably means hardship to them.

PUBLIC WORKS AND CONSTRUCTION

We have a tremendous building job ahead of us. After a decade of depression and five years of war there is a great accumulated demand for houses, streets and roads, community facilities and, in many industries, new productive capacity. It has been estimated that if we were to supply our population with adequate healthful housing in the postwar decade we should need 1,250,000 new nonfarm dwellings a year—one-third more than we ever built in the best year.

The prospect of achieving a high, stable level of total output depends in large part upon the timing and volume of construction activity.

In the late 20's, construction employed over 2 million men per year on site and about an equal number in supporting industries. By 1933 this employment had fallen 60 percent.

During the war, construction rose to an all-time high rate of $13 billion a year, but it has now dropped to about $4 billion. Postwar it should rise to an annual level of at least $15 billion, if we are to fulfill our needs.

We need foresighted plans for construction—plans by private business, by local, State, and Federal Governments. These plans should include a program of useful Federal projects. They should include low-cost housing in areas which the private construction industry cannot be expected to provide. The timing and aggregate volume of public projects should be integrated with a fiscal policy whose object is to stabilize our economy at high levels of production and employment. Cooperation is needed with State and local authorities, providing them with information and helping them to time and adapt their programs to the total economic picture. Facts on population growth and movements, vacancies, costs, prices and other factors influencing the construction market should be made available by the Government to the construction industry and the public generally. The Government can make a great contribution in promoting the science of city planning, efficient construction methods, and the application of modern architecture to the small home.

The construction industry appears to have lagged behind American business as a whole in technological advances and in progressively reducing the cost of its product to the public, thus increasing markets. There is a great need for a thorough examination of this important area in our economy, especially with relation to restrictive practices, whether they apply to materials, labor, or financing. If ways can be found to free up this great industry the resulting benefits to the housing standards of the individual and to the stability of our whole economy would be incalculable.

FISCAL POLICY

The postwar Federal budget will be large. It is reasonable to expect that the Government will be spending, on the average, about $25 billion a year, about three times the prewar budget. Tax receipts will be far larger than ever before. The legacy of the war—in debt, obligations to veterans, and maintenance needs of the armed forces—accounts for most of the increase. Also, we shall want to enjoy some of our increased national income in the form of increased public services.

The management of a budget of this size will have a tremendous influence on the level and stability of the whole economy. Whether or not to manage the budget is no issue. It *must* be managed. But a budget which is entirely the result of uncoordinated consideration of particular projects and policies can have perverse effects upon the economy as a whole. We need to consider and formulate a total budget in relation to the total economic situation. A fiscal policy developed on this basis can stimulate private expenditures either by reducing taxes or increasing public spending whenever private spending appears inadequate to sustain full employment. It can raise taxes or reduce Government spending whenever the level of private spending threatens inflation. Further, each type of tax and each type of expenditure must be appraised in terms of economic consequences.

On the expenditure side of the budget the item most susceptible to flexible planning is public works. Expenditures for most other Government functions cannot be varied greatly. But both the aggregate volume of useful public works over long periods and the year-to-year timing may be adjusted over a considerable range without sacrifice of efficiency or utility.

Appropriate use of budgetary policy for economic stabilization will require improvement of existing techniques for fiscal planning. The Administration must be prepared to submit a government budget framed and analyzed in relation to the total national budget; the Congress must be equipped to consider and, if necessary, revise the budget on the same basis. The Full Employment Bill, which I have endorsed in principle, establishes a mechanism for discharging this necessary function of government—budgetary planning—in a way which will help fulfill the necessary responsibility of government, full employment.

OPERATIONS OF THE ADVISORY BOARD

During the quarter covered by this report, the Advisory Board, created under the act establishing this Office, has continued its regular semimonthly meetings. It has been my pleasure to attend and participate in discussions at all of the meetings of the Board. My deputies, general counsel, and staff members have joined in these meetings as well. In the intervals between meetings of the Board, and especially during the critical period immediately before and after VE-day, I have had frequent informal conferences with the Board's Chairman, O. Max Gardner, and with individual members.

The agenda of Advisory Board meetings during this quarter have been devoted to discussion of the key problems of war mobilization and reconversion with which this Office has been currently dealing. Recent deliberations of the Board have dealt intensively with the changes in administrative policy and operations occasioned by the shift from a two-front to a one-front war. Thus, for example, the agenda of two meetings of the Board were given over to consideration of cut-backs in munitions procurement schedules and to requirements of the civilian economy during the reconversion period.

Plans for the continuation and modification of wage, price, manpower, and materials controls and the interrelationship between these various controls have occupied the attention of the Board on the agenda of two other meetings. At a meeting early in the past quarter, the Board considered the relation between revision of the Federal tax structure and the expansion of the civilian economy in the reconversion and postwar periods.

Other subjects which have been explored by the Board include reports on current world food problems and the allocation of food reserves and output, the disposal of surplus property abroad and unemployment compensation. The Board has made initial inquiries into the many problems relevant to the attainment and maintenance of high levels of employment, production, and income in the reconversion and postwar periods.

Officials of the armed services and of civilian agencies of Government have met with the Advisory Board to discuss the agenda subjects enumerated above. Deputies and staff aids from my Office, while participating in these discussions, have also provided the Board with technical information and judgment on the subjects considered.

The informal discussions of the Board have provided an invaluable means through which I have been able to obtain the frank opinion and judgment of individual members and the advice and recommendations of the group on a wide range of detailed problems. In addition, the Board has formulated two major statements of objectives and principles. The first deals with objectives for the postwar economy of the Nation; the second sets forth a series of reconversion principles calculated to facilitate a smooth transition to a prosperous postwar economy. The two statements are here summarized:

1. Military victory over Japan and Germany will prove empty of meaning if we fail in rebuilding a peacetime economy far stronger and more productive than before the war. The magnificent cooperation of industry, labor, and farmers on the home front has resulted in unprecedentedly high levels of wartime production, income and employment. National solvency and a stable peace require the maintenance of those high levels into the peacetime economy. Pursuant to that objective, the following five convictions constitute our declaration of faith in the future of the Nation:

   That full employment can and will be attained here in the United States.

   That it can be achieved under our system of competitive free enterprise. In the conversion period, bold ventures by all our citizens are necessary and the role of Government must be positive. This does not call for any compromise with traditional American institutions and relations of Government, labor, business, and agriculture.

   That the full use of our resources of materials and manpower can produce a national income which, properly distributed, will bring about sound and stable business and industrial activity, higher real wages, better health, housing, and education for all.

   That the veterans returning when war is finally at an end will then find a respected and secured place in the economic life of the Nation.

   That this Nation can and will in that way help the needy in devastated lands abroad to alleviate their misery and enable them again to provide for themselves.

2. Reconversion plans, while assuring all-out production for the defeat of Japan, must anticipate the impact on the domestic economy which will be felt when that production is terminated.

The following principles are suggested as useful guides for reconversion planning between VE- and VJ-days:

The full supply of the requirements of the armed services needed to defeat Japan is of first importance and not susceptible of compromise; the prudent use of our resources calls for careful determination of military requirements and their close scrutiny with reference to the needs of the civilian economy, the minimum requirements of which are essential to continued war production.

The production of civilian goods and services must be built up as rapidly as possible; the holding back of the pressures of inflation while carrying the load of continued war production clearly demands a maximum effort to increase civilian production; should military requirements continue at a high rate it would be preferable to increase total national production rather than accept further decreases or even moderate increases in civilian goods and services; the higher the volume of civilian production at the point when Japan falls the greater will be the opportunity to complete the reconversion without an economic upset.

Government expenditures must be brought more closely into line with Government receipts; our aim being a vigorous high level peacetime economy in which total production substantially equals present war and civilian production combined and in which money income constantly increases in relation to costs and prices—a smooth conversion to that type of peacetime economy requires reduction of Government expenditures as rapidly as possible by holding down the prices of war materials and reducing war production as rapidly as the real strategic requirements permit; during the reconversion period tax revenues must remain at high levels to reduce the gap between Government expenditures and receipts.

The Advisory Board's Chairman has appointed a committee consisting of Eric Johnston as Chairman, Mrs. Anna M. Rosenberg, Philip Murray, and Albert S. Goss to formulate and expedite the study of the guaranteed annual wage, in accordance with the request of the late President Roosevelt that the Advisory Board undertake such an inquiry. The Committee has developed the broad outlines of the study and a staff is being organized to conduct the necessary research and fact-gathering.

GOVERNMENT REORGANIZATION

Two paragraphs in Title I of the War Mobilization and Reconversion Act deal with the importance of government reorganization.

Section 101 (c) (5) charges the Director to

> **"cause studies and reports to be made for him by the various executive agencies which will enable him to determine the need for simplification, consolidation, or elimination of such executive agencies as have been established for the purpose of the war emergency, for the termination or establishment by statute, of executive agencies which exist under Executive Order only . . ."**

Pursuant to this provision of law, I have requested the Bureau of the Budget to carry out a comprehensive survey of the war agencies so that I may submit to the President and the Congress appropriate recommendation.

The President has requested the Congress to authorize him to consolidate agencies, transfer and redistribute functions and generally reorganize the Executive Branch of the Government. Such power, however, would not be absolute: under the President's recommendation, action taken by him would be subject to suspension by a concurrent resolution of the Congress. I heartily recommend the enactment of this legislation requested by the President.

When the Bureau of the Budget has completed its survey, I shall make further recommendations to the President and the Congress.

Section 101 (c) (6) required the Director to

> **"institute a specific study, for submission to the President and the Congress, of the present functions of the various executive agencies in the field of manpower, and develop a program for reorganizing and consolidating such agencies to the fullest extent practical . . ."**

I have instituted such a study, and it is nearly complete. However, before transmitting recommendations to the President and the Congress, I desire to confer with the newly designated Secretary of Labor upon his accession to office and get the benefit of his advice and counsel.

○

PROBLEMS OF MOBILIZATION AND RECONVERSION

FIRST REPORT

TO THE PRESIDENT, THE SENATE
AND THE HOUSE OF REPRESENTATIVES

BY THE
DIRECTOR OF

WAR MOBILIZATION AND RECONVERSION

JANUARY 1, 1945

ARMS AND AMERICA

WAITING WAR | THE DEFENSIVE WAR | ON THE OFFENSIVE

MUNITIONS PRODUCTION - BILLIONS OF DOLLARS (August 1943 Prices)

0 1 2 3 4 5 6

1939 | 1940 | 1941 | 1942 | 1943 | 1944

WRB | NDAC | OPM | SPAB | WAR PRODUCTION BOARD | OFFICE OF WAR MOBILIZATION | OWMR

IS THIS OUR FIGHT?

GUNS AND BUTTER TOO

RAISING THE SIGHTS

IS IT FEASIBLE?

PRODUCTION PUSH; LABOR PINCH

FIRST CUT-BACKS

RECON-VERSION PLANNING

CRITICAL PRO-GRAMS

Poland invaded. President declares limited emergency.

Anglo-French Purchasing Board established.

Low countries invaded; Dunkirk.
France falls.
Two-ocean Navy, 18,000 planes authorized.
Battle of Britain starts. D.P.C. formed.
Selective Service Act. 50 Destroyers to Britain.
Tax Amortization Law. Priorities Board established.
26,000 British planes on order in U.S.

Priorities put on aluminum, machine tools.
Lend-Lease Act.
OPACS established.
General Metals control. "Unlimited National Emergency."
Germany invades Russia.

The Atlantic Charter.

Siege of Moscow begins.
Merchant ships armed. Steel plate allocated.
Pearl Harbor. Tire sales stopped. No Strike Pledge.
Auto Production stops. "60,000 planes 45,000 tanks," etc.
Japs take Singapore.
Second War Powers Act.
OPA freezes prices. WMC established.
Gasoline rationing for East Coast. Battle of Coral Sea.
Battle of Midway.
"Little Steel" formula.
Merchant ship sinkings at peak.
Guadalcanal
Office of Rubber Director.
Office of Economic Stabilization.
North Africa invaded. WPB adopts CMP.

Casablanca Conference. Ban on Auto driving.
Victory at Stalingrad. Shoes rationed.

"Hold the Line" on Prices.
Victory in Tunisia.
Battle of Atlantic won.
Sicily invaded. Production resumed on 10 household items.
Japs driven from Aleutians.
Salerno

UNRRA established. Russians retake Kiev. Tarawa.
Teheran. Aluminum production cut.
65,000 landing craft program.
Baruch Report on Reconversion.
Daylight Bombing of Berlin.

Allies break through at Anzio. Rome falls.
"D" Day. Saipan. First B-29 bombing.
Tojo Resigns. Bretton Woods.
WPB's Spot Authorization Plan. Paris liberated.
Battle of Germany begins.
Aachen captured. Battles of Leyte and Philippine Sea.

Lid on "Spot" Plan. German counterattack.

0 1 2 3 4 5 6

MUNITIONS PRODUCTION - BILLIONS OF DOLLARS (August 1943 Prices)

LETTER OF TRANSMITTAL

OFFICE OF WAR MOBILIZATION AND RECONVERSION,
Washington, D. C., December 30, 1944.

The PRESIDENT.
The Honorable PRESIDENT OF THE SENATE.
The Honorable SPEAKER OF THE HOUSE OF REPRESENTATIVES.

SIRS: As Director of War Mobilization and Reconversion I hereby submit my first report, required under the War Mobilization and Reconversion Act of 1944 as of January 1, 1945.

It is essential to an understanding of the problems confronting this country in all-out mobilization for war and in the later transition from war to peace to review the major accomplishments of our war effort in comparison with our achievements in normal times. Therefore, in this report I have tried to sum up these accomplishments and in this summing up, compare the accomplishments with our peacetime attainments. I believe that in this way we can see clearly the problems which still lie ahead.

I think also that such a summary might clear up some of our present doubts and uncertainties. Much has been said about confusing and conflicting war statements. This is inevitable in the pressure of accomplishment. Victories lead to optimism. Setbacks, which apparently prolong the war, lead to fear, anxiety over loved ones, and pessimism.

The truth is that our soldiers at the front today are not short of ammunition and supplies as a result of any production failures. However, they may be short a few weeks hence if we fail. If they are to freely use what they now have in order to save human lives, they must know that more, in abundance, is on the way.

This nation can be proud of what it has accomplished to date with the cooperation of industry, labor and agriculture—of all the people—under vigorous Government leadership.

We have reached a rate of munitions production in excess of $64,000,000,000* per year while maintaining a standard of living higher than that which we enjoyed in 1929. We have attained this rate of war production without any over-all reduction in the consumer supplies available to the public. To accomplish this, we have invested more than $20,000,000,000 in new or expanded industrial plants.

We have added 18,000,000 persons to war activities. We have armed and equipped the most powerful naval and air forces in the world. We have armed and equipped one of the largest and one of the best armies that the world has ever seen.

*Munitions data—August 1943 prices.

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We have exported to our allies goods and services valued in excess of $21,000,000,000. This aid consisted not only of munitions but of materials and equipment to increase their industrial output and food to replace their losses in production or in other food sources.

We have had two years of almost unparalleled success in our military operations against strong and powerful adversaries. These adversaries are still dangerous. And thus, in spite of all that we have accomplished to date, we still have more to do. Our forces in the field need more guns, more ammunition, more trucks, more tires, more ships, more airplanes, more rockets, and more men to finish the job which they have done so well to date.

We cannot be complacent yet. We must man our war plants to the fullest extent necessary to meet the requirements of our military leaders. We must do this in the face of a further withdrawal from our available manpower supply to provide replacements for the army and to build the navy up to the strength which it requires to man its ships.

Recently, therefore, I have taken action to tighten Selective Service regulations, to deny priority and allocation rights when necessary to maintain manpower ceilings established by the War Manpower Commission for nonwar plants in order to fill the demands for manpower in war plants.

The War Production Board has deferred for a period of 90 days new spot authorizations in critical labor areas and has frozen civilian production at not to exceed the fourth quarter levels of 1944.

I have requested racing management to suspend all race meets, thus reducing that drain on manpower, transportation, communication facilities, and other services.

I hope that these actions will suffice. However, it may be necessary for Congress to consider legislation to strengthen the authority of the War Manpower Commission.

I am convinced that consideration should be given by Congress to some control over those found physically disqualified for military service, so that they may render their war service in essential war activities.

Although labor and management have in most cases complied voluntarily with the orders of the War Labor Board, the authority of the Board should be strengthened to enable it to enforce its decisions in the courts without resort to seizure.

I will not predict how long the war will continue. However, as Director of War Mobilization and Reconversion, I must direct the Government effort at home to the maintenance of all-out war production. When one of our enemies is defeated, then and only then can we lessen our effort.

Even then we must remember that our primary goal is the defeat of the other enemy. We will still have millions of American boys living day in and day out under enemy fire, sleeping in rain and mud, eating out of tin cans, and never enjoying the comfort of home.

I am convinced that even with the defeat of one of our enemies we will still require a tremendous national effort to bring full victory at an early

date. Until this task is completed and those fortunate enough to survive return home, we must continue our war effort as our primary national objective.

It is true that with the defeat of one of our enemies there will be many disruptions of local economy with some local unemployment. These conditions will be temporary. They cannot be neglected, but they do not require the detailed attention we must give other long range problems which will develop with peace.

The Government has, on the whole, been successful in maintaining a stabilized economy throughout the war period. Stabilization will be more difficult with victory. The Congress should give serious thought to a further extension of the Renegotiation Act which has been a successful factor in our fight for stabilization. I believe also that it is not too early for the Congress to consider the extension of the Stabilization Act.

I am not apprehensive over the ability of the Government to handle the mechanical problems involved in transition from war to peace. Congress has provided the tools in the act establishing this office. It has established an Office of Contract Settlement which has already accomplished much in coordinating and directing the procurement agencies in the establishment of a contract termination procedure which I am sure will be able to settle contracts promptly and satisfactorily when peace arrives.

Congress has established the policies to govern the disposal of surplus property under a Surplus Property Board. While there may be some administrative difficulties under this legislation, it provides the machinery for disposal. Much has already been accomplished under the Surplus War Property Administrator appointed prior to the passage of the act in assigning responsibility to disposal agencies, in developing sales policies, and in arranging for the prompt removal and storage of surplus property.

Congress has likewise provided machinery to assist in the reemployment and retraining of returned veterans. It has enacted the "G. I. Bill of Rights," which has made it possible for our returned veterans to plan ahead. Hospitalization for returned veterans is also receiving active consideration.

Congress has made a start in providing unemployment compensation for those workers who may be temporarily out of employment when the war ends. At that time I did not think the benefits provided were sufficient, and I now urge that Congress give further consideration to liberalizing the provisions of the Unemployment Compensation Law.

Congress has also provided for the continuance of support prices for farm products for a period of two years from the first day of the next year after the end of the war. This will do much to encourage farm production during the war and will prevent a disastrous curtailment in farm income with the end of the war.

Congress has approved public roads, flood control and reclamation programs which provide a construction backlog. Further legislation of

this type merits consideration so that authorized projects will be available to provide employment.

The foundation of American enterprise has always rested in small business. While adequate provision has been made for the prompt payment of claims to those small business enterprises engaged in the war effort, no adequate provision has been made to assist financially in the reestablishment of small business enterprises discontinued as a result of the war or for the establishment of new enterprises of this type. I urge the Congress to give consideration to legislation of this type.

We have built as a war measure a great merchant fleet. I believe that the Congress will consider at an early date legislative measures which will assure continued operation of an efficient merchant marine when the war ends.

No general tax revision is possible until the end of the war, but I urge that Congress give consideration now to several proposals outlined elsewhere in this report which will not materially reduce revenues but will greatly encourage new enterprises and the expansion of existing enterprises. Such proposals could be considered and drafted now in order to make possible immediate enactment at the end of the war in Europe.

We face the end of the war with a housing shortage, the relief of which should assist materially in providing immediate employment. I am sure that Congress will want to consider the extension and liberalization of the several measures in existence when war was declared to assist home builders in financing such construction.

I think reconsideration might well be given to the provisions of the Lanham Act prohibiting the sale of temporary housing for residential purposes at low cost, as it may be that such housing could well be used to greatly improve present conditions in city slum areas and in certain farm areas.

Our lend-lease activities have given us in wartime a record volume of export trade. Our demand for critical war materials, combined with preclusive buying of materials desired by our enemies, has also resulted in developing a high volume of imports. This increase in our foreign trade has played an important part in our war economy. It must play an important part in our peace economy.

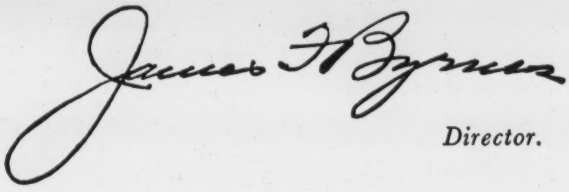
We must export goods if we are to provide jobs for all of our workers. We cannot export goods unless others have the dollars required to pay. These dollars can be secured only through credit arragemnents and through the import of goods into this country. When we raise barriers against imports we restrict our outlets and reduce job opportunities at home.

I am sure that Congress will desire to consider at an early date the extension of the Trade Agreements Act. I am equally sure that it will desire to consider the problems of international finance which must be solved before our own position in post-war trade can be determined. These problems were discussed at the International Conference held last year at

Bretton Woods. They will undoubtedly be placed before the Congress at an early date. Our national policy should be developed now.

We have heard much of conflicting views and opinions during these war years. Minority interests have voiced continuing criticism of each war and peace measure. We could not have accomplished so much in so little time if we had not had an over-all plan and purpose into which each of these measures fitted.

Respectfully submitted.



Director.

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MOBILIZATION AND RECONVERSION TO DATE

The United States has built the world's largest navy, the world's largest merchant fleet, and one of the world's largest and best-equipped armies. It has become in the real sense of the term the world's arsenal of democracy. Although all of that has been accomplished in less than five years, starting almost from scratch with the fall of France in June 1940, nevertheless the mobilization of this country's resources—its materials, its machinery and, above all, its manpower—is not complete. The war is yet to be won.

Today American troops are engaged in what could prove to be the decisive battles of the war in Europe and the Pacific. They need particular types of equipment urgently; these are our critical war programs. The task immediately facing the country is to mobilize our resources to give the field commanders—the troops in the field—what they consider necessary for victory.

Comprehensive steps have been taken to utilize our resources efficiently, so as to increase our war production, particularly in critical items. As I point out in the section on "Manpower," ceilings have been placed on civilian production, Selective Service rules tightened, and manpower controls implemented. As a further step, the War Production Board has adapted its Controlled Materials Plan to the urgency of the times. Through the application of its controls, steel production will be held to a pre-determined amount to prevent the draining away of industrial energy, manufacturing facilities, and manpower from war production.

GAINS IN CRITICAL OUTPUT.

Further, the War Production Board, the War Manpower Commission, the Army, the Navy and other Government agencies have set up committees of top personnel to review the monthly progress in each of the critical programs, to find out what is holding up production and provide the remedy. The results of these meetings, begun three months ago, have already become evident. In November, critical production was up 11 percent over October, and October had been up 6 percent over September. I expect another increase during the month of December.

However, these gains, though encouraging, are not enough. Serious deficits in schedules still exist. Even the meeting of present schedules is not

enough. Critical production no longer feeds pipelines or goes into strategic reserves—it is going right into battle. Current requirements in these critical items are virtually unlimited. As soon as a war plant meets its schedule, it is a signal for an increase in that schedule. We need more tanks, more Superfortresses, more heavy artillery ammunition, more mortars, more tents, more trucks, more communication wire, more ship repairs than we can possibly turn out in the immediate future.

These urgent demands will continue so long as the war lasts. When field commanders learn that light tanks are not powerful enough to blast through enemy lines, they demand heavier tanks. When truck tires are ripped to bits by muddy roads, pockmarked with flak, requirements for tires soar. When scientists and inventors develop new weapons—such as new types of radar or jet planes—we must quickly translate these developments into battlefield equipment. It is all part of winning the war more quickly—of saving lives. It is our job on the home front.

"ARMS AND AMERICA."

Production has come a long way since Germany invaded Poland in September 1939. Then, except for a few experimental orders, the United States had hardly started to prepare for war. What has been done since is a dramatic tribute to industry, labor, and agriculture. It is depicted in the chart, "Arms and America," which shows how war production climbed month by month from virtually nothing to a rate of approximately $5,000,000,000 per month. No nation can touch this rate of production. It is almost equal to the total war production of the rest of the world.

Behind that dramatic upsurge in war production is the story of men and machines, of organization and training, of hard work and the will to win. We must not forget that this country did not buckle down in earnest to war production until the Germans and the Japanese had built up war machines over many years and were coiled to strike. Yet today we have overcome their early advantage.

It might be well to review with the Congress the many ramifications of our war effort, how it extended into every corner of our economic, social, and political life. To reach the point of mobilization we have achieved today, the United States had to do many things.

We had to build new plants and expand old ones, pass a special tax amortization law, extend Federal financing to war contractors.

We had to find contractors to take war work, teach them to produce new products, develop new forms of contracts, draw both big and small business into war production.

We had to curtail civilian production, convert industry from peacetime to wartime production.

We had to draw 7,000,000 extra youths, women, and older men into employment, pass and administer a Selective Service law, train workers for new jobs, provide housing for war workers.

We had to increase domestic sources and develop foreign sources of supply of critical materials.

We had to expand farm output to feed ourselves and our allies.

We had to develop a war program, determine the size of the Army and Navy, and spell out requirements in terms of men and equipment.

COMBINED OPERATIONS.

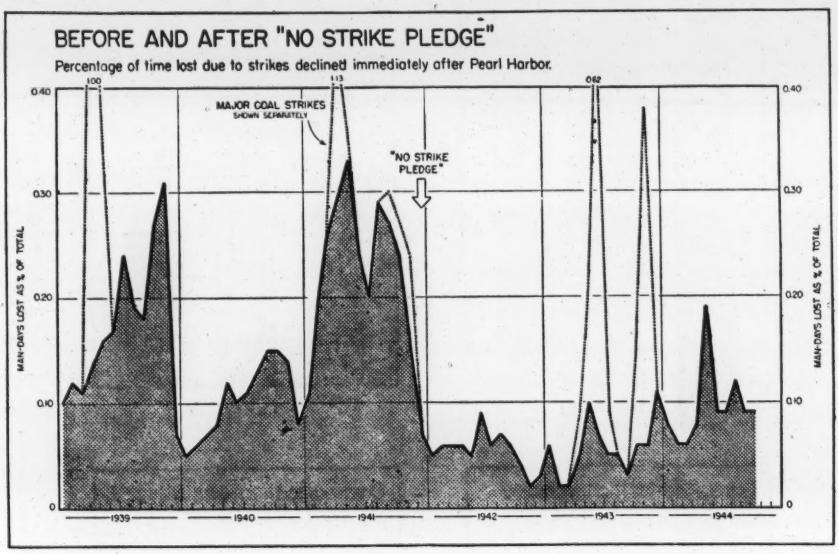
We had to integrate, so far as possible, United States procurement with that of our allies on raw materials, semi-processed goods, and munitions. That was done through the Combined Boards and Combined Chiefs of Staff.

We had to encourage research and develop new weapons.

We had to direct the flow, first of materials, then of critical components, and, finally, of manpower.

We had to control prices and wages, ration scarce necessities—shoes, gasoline, fuel, some foods.

We had to try to settle differences between labor and management and do away with strikes (chart, "Before and After 'No Strike Pledge' ").



We had to construct and man a merchant fleet to deliver our production of tanks, planes, guns, and ammunition to our own and allied forces on the fighting fronts.

We had to maintain the essential civilian economy.

Out of that tremendous mobilization of resources, energy, imagination, and work have come tangible results.

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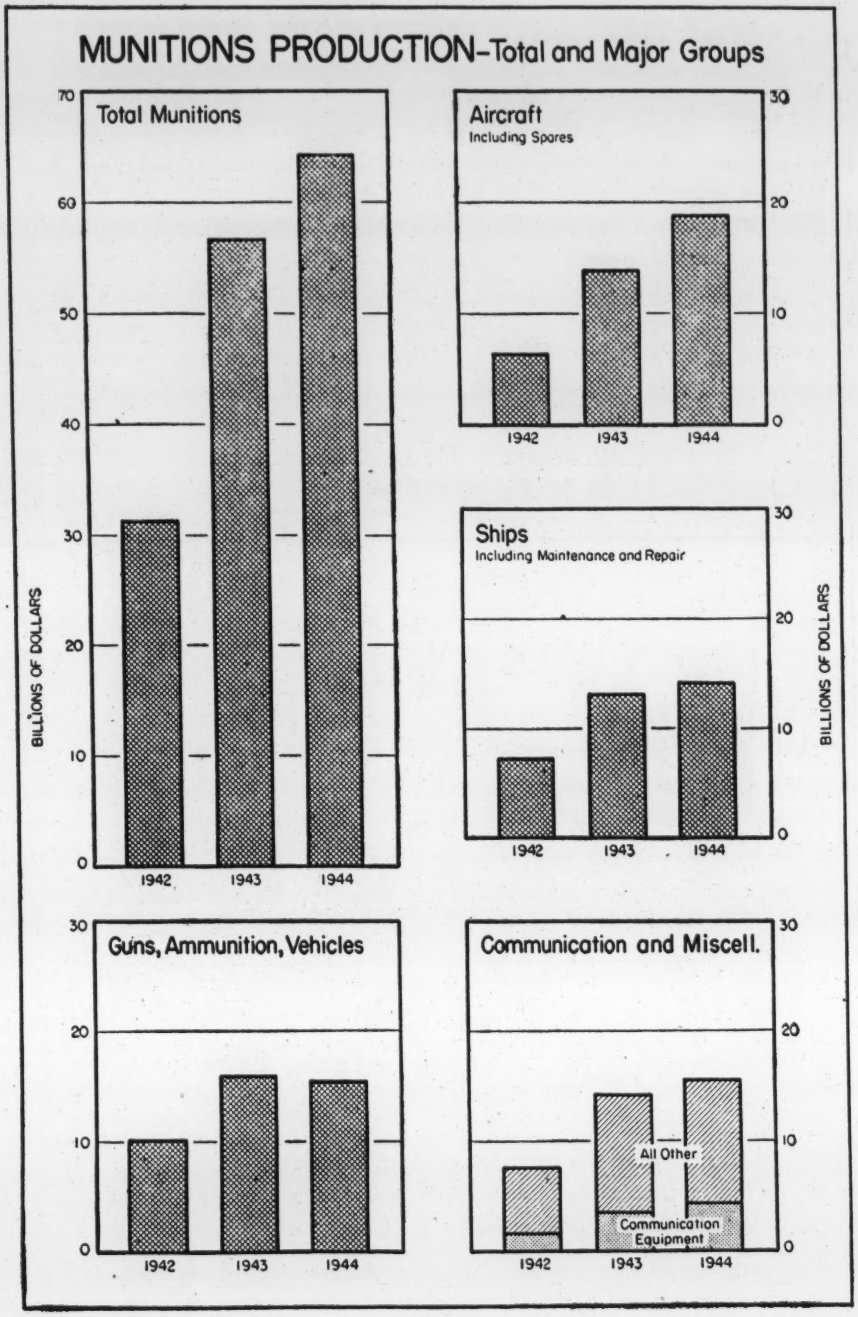
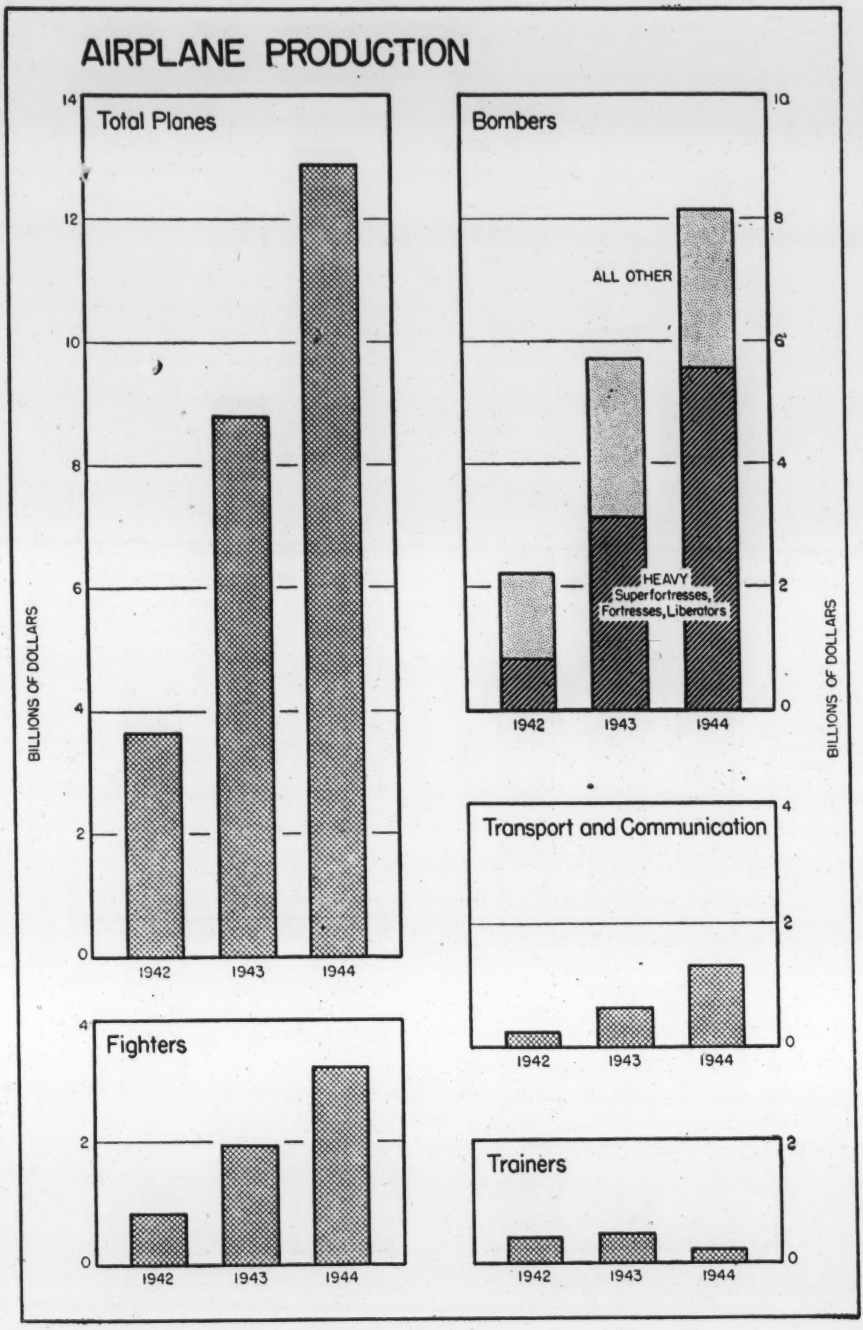
In 1944, we produced $64,000,000,000* of munitions—twice the production of 1942 (chart, "Munitions Production").

The 1944 total included 95,000 airplanes weighing 950,000,000 pounds,

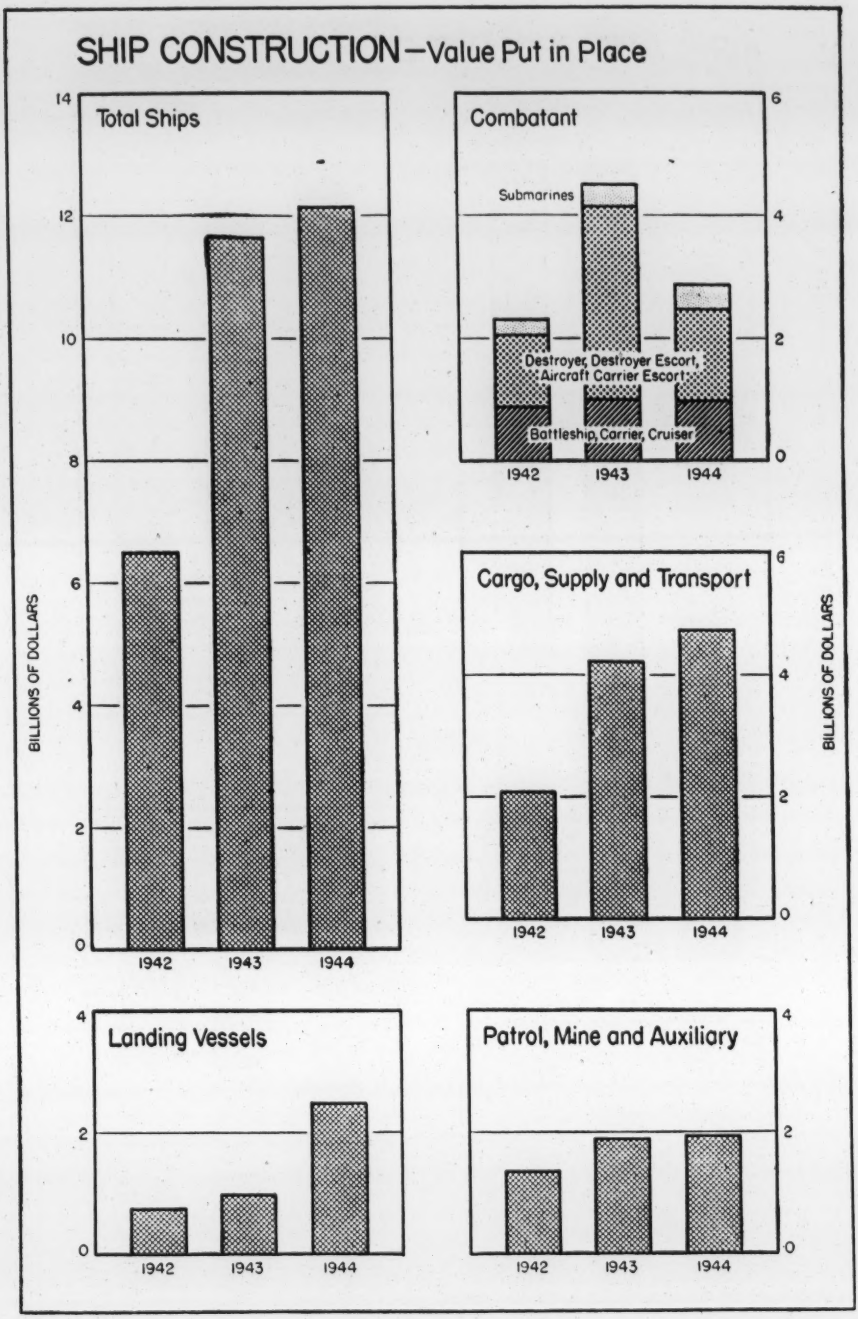
*Munitions data—August 1943 prices.



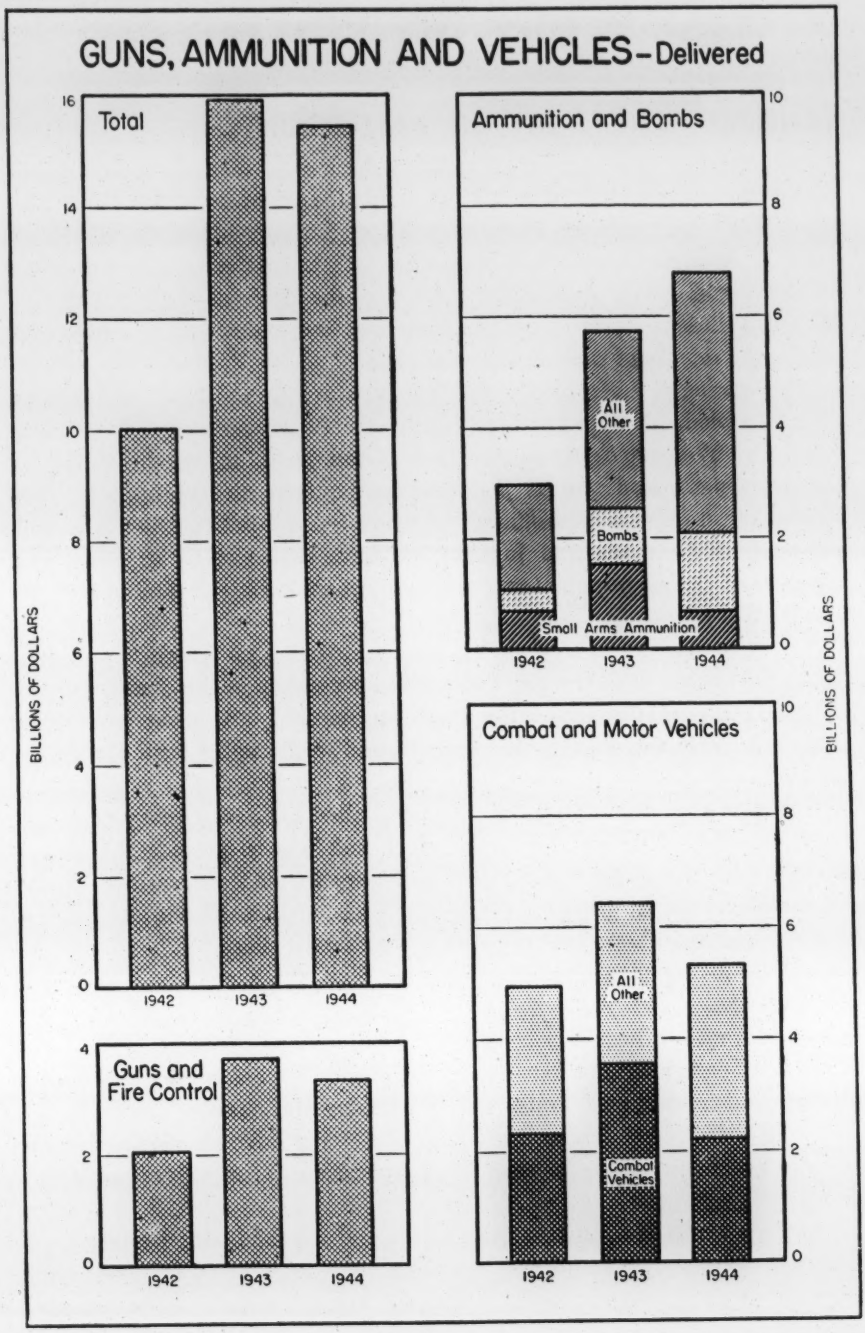
double the number and more than three times the weight of 1942's output. Among these planes were over 15,000 heavy bombers, six times the 1942 number, including a great many Superfortresses, which were produced only experimentally in 1942 (chart, "Airplane Production").



It also included ship construction and maintenance and repair—to the value of $14,000,000,000—about double the 1942 total. The major increases were in transports and landing vessels for carrying our armed strength to the enemy (chart, "Ship Construction").



Production of guns and motor vehicles declined somewhat from the 1943 levels, but important items in these groups were pushed to new highs—heavy artillery, rocket launchers, heavy trucks, tractors, among others (chart, "Guns, Ammunition, Vehicles").



The $6,500,000,000 of amunition produced in 1944 was more than double the 1942 output—with bombs and large caliber ammunition more than tripling 1942 production.

Today we have an Army at peak strength of 8,000,000 men, 5,000,000 of whom are overseas. In 1940, the Army consisted of some 300,000. We have a Navy of 3,800,000 men, of whom 2,200,000 are afloat or on foreign duty. In 1940, the Navy consisted of some 210,000.

TANGIBLE RESULTS ON THE BATTLEFRONTS.

And there is a day-and-night contrast between America's military position today and on December 7, 1941, when the Japanese struck Pearl Harbor. Then our enemies dominated all of Europe, all of North Africa, much of Asia, and islands and bases of great strategic value in every corner of the world. The Axis nations were at the peak of their power, full of self-confidence. Their production was increasing, their cities were whole, the morale of their people was high.

Now Africa is free. Sicily and Sardinia are won. Most of Italy has been occupied. France has been liberated. American troops are on German soil. We have captured New Guinea and the Solomons, the Marshalls, Saipan, Guam, and gained powerful footholds in the Philippines. We have taken hundreds of thousands of prisoners and inflicted heavy casualties on both Germany and Japan. We have destroyed or captured vast amounts of their equipment and we have hit their vital centers of production from the air.

A great contribution to these achievements has been American production. Just as we have the greatest machine economy in the world, so have we planned and developed the most mechanized, the most powerfully equipped Army and Navy. We have traded steel, copper, and aluminum for human lives.

From the very beginning, the program called for a vast array of munitions. During 1942 and 1943, our chief task was to provide the armed services with the capital equipment necessary to place our armies in the field. Those initial guns, ammunition, tanks, trucks, planes, etc., correspond to the machinery that goes into an industrial plant. The next stage was to maintain that equipment—to see that the troops had sufficient replacements.

In addition, it is necessary constantly to improve equipment. War is not static. All equipment tends to become obsolete. Our own record of design changes indicates that. Today our battleships and carriers are far more powerful than at the beginning of the war. We have developed special transport and cargo ships for amphibious operations far superior to ordinary troop and cargo vessels.

Our new tanks are faster, more mobile, and manned with heavier guns than our old ones. The Superfortress is bigger, more powerful, and faster than either the Liberator and the Flying Fortress, and the Liberator and

Flying Fortress are two of the best heavy bomber planes in the world. Our A–26 Invader attack bomber has supplanted the A–20 Boston. New and previously unknown weapons have been brought into production and used effectively in battle.

ORGANIZING FOR THE JOB.

In mobilizing our economy for war, we have had to make many changes in our normal procedures. Almost overnight industry had a new customer. It had to learn to do business with Government on a scale previously unknown. The Government also had many new problems. The Army and Navy had to build up quickly a staff of procurement offices. The Office of Production Management and later the War Production Board had to develop a system of priorities.

At the same time the Office of Price Administration had to establish controlled prices. We could not afford to permit machine tools or materials to flow to the highest bidder. We had to see that steel, aluminum, copper, lead, zinc, rubber, tin, wool, lumber, nylon, rayon were channeled into war production.

Later, it became equally important to see that components—valves, fractional horsepower motors, antifriction bearings—went into the most urgent programs. In effect, the entire economy was put on a rating system—in order of importance to the conduct of the war.

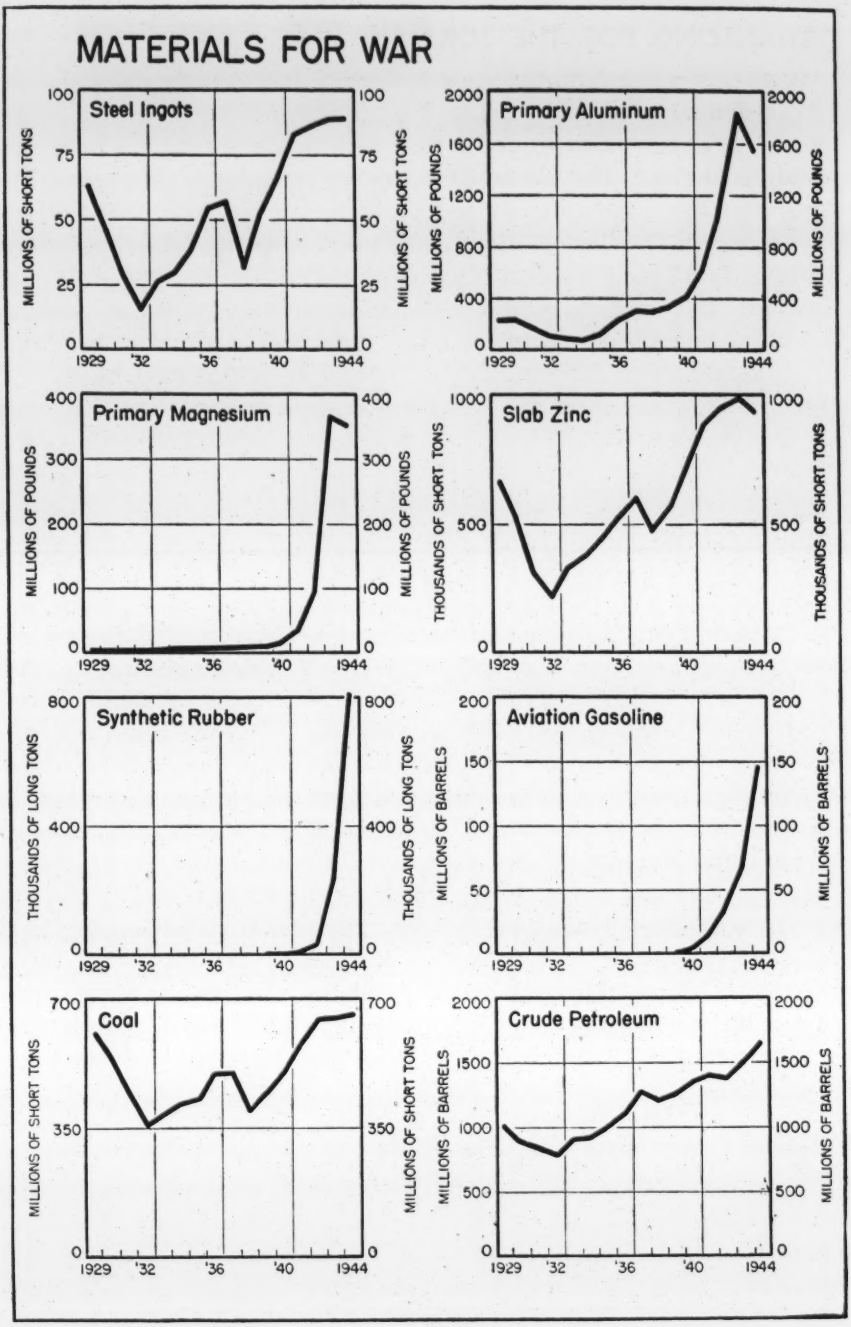
Simultaneous with the organization of controls, the country had to tool up—build new plants. In all, construction of new plants, including equipment, rose to the record high level of some $800,000,000 per month. All types of facilities had to be brought to the task: steel, aluminum, synthetic rubber, artillery, ammunition, shell-loading, small arms, aircraft and accessories, high octane gasoline, chemical, and many others. New shipyards were built. Iron ore shipments from the Mesabi range reached new peaks. Subsidies were paid to increase copper, lead, and zinc mining, and agricultural output.

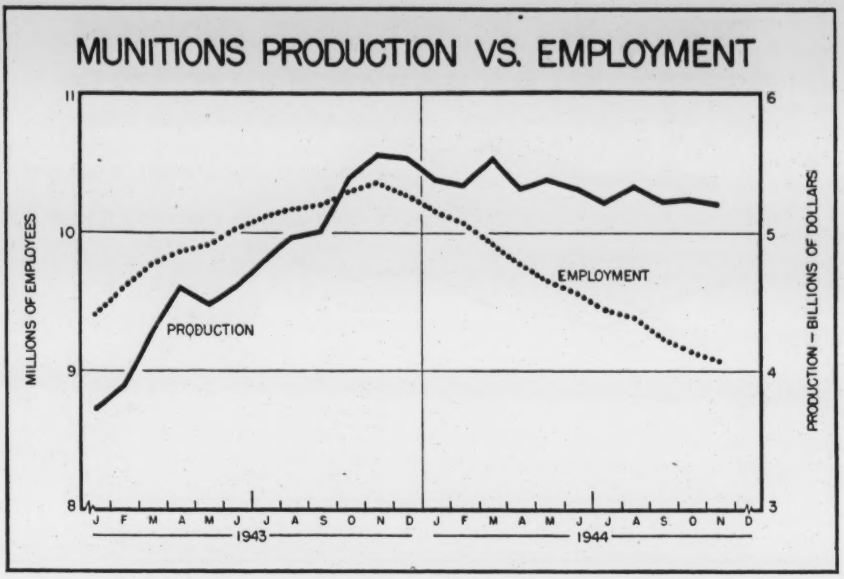
Some of the increases are striking: Steel production increased 50 percent over the 1929 level; aluminum, 600 percent; petroleum, 60 percent; and a negligible peacetime production of magnesium has been expanded many times, as the chart, "Materials for War," shows. But now, with the maturity of the war program, and with changing requirements peak output is not always required. Aluminum and magnesium production has declined from the peak.

MATURITY IN WAR PRODUCTION.

The maturity of the war program is indicated by the schedules. No longer are the requirements for all types of weapons increasing. This is in decided contrast to 1942 and 1943 when the Army and the Navy had too little of everything. About 55 percent of our war programs are not rising; a few are declining. The net result is that the forecast for munitions pro-

duction as a whole does not indicate any great increase in the first six months of 1945. But a good part of that production—45 percent of it in fact—is in the expanding, critical items; the items which are in direct





demand by troops in the field, the items in which production bottlenecks have developed. For that reason we must continue to press for production.

The development of industrial knowhow on the part of management and labor has made it possible to increase output per worker. As a consequence, we have been able to maintain production on a plateau, even though the number of workers in munitions industries has declined (chart, "Munitions Production vs. Employment"). Increases in productivity will probably continue but at a slower rate bringing with them some further reductions in employment in certain types of munitions plants.

That is a natural economic phenomenon. We can use it to our purposes; but we can also misuse it. That is a danger that I must lay before the Congress. Whenever workers are laid off because they are not needed in this shipyard or that aircraft plant, demands immediately spring up to provide them with peacetime employment, to permit manufacture of civilian goods. These demands are hard to resist. Yet until we get the critical programs under control, until we can assure General Eisenhower, General MacArthur, and Admiral Nimitz, of the critical supplies they need, I feel we must resist these demands, reasonable as they appear on the surface.

We must direct our efforts to channeling this released manpower into critical war programs and to industries and services needed to support them. It is not as if the civilian economy has been starved. Some items are short. But on the whole the volume of consumption has risen. The chart, "War and the Civilian Economy," indicates our level of living is higher than in 1929 or 1940.

We have already made one too early start toward reconversion. During the spring and summer, a wave of optimism swept not only the United

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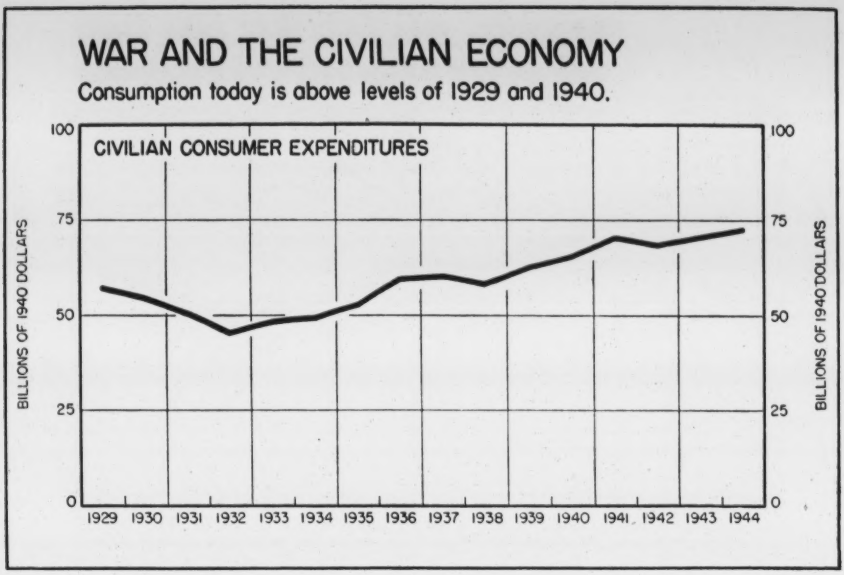


States but our allies. We had hopes of an early victory—possibly in the fall. With the hope of victory in Europe this fall, we went ahead with plans to prepare the country for early reconversion of industry. At the time it seemed the prudent course. Events have proved it otherwise.

Some schedules were cut back; plans for increasing others were delayed to await war developments. In the meantime, the output of munitions remained level. Then it became necessary to reverse our course—to speed up. It took time and effort to overcome the inertia. We had to undo what had been done on reconversion; we had to curtail the spot authorization plan, place ceilings on civilian production. We had to hope for a change in the national psychology. That has occurred. The German counter-attack through the First Army positions has convinced us that we can win this war only by the all-out efforts of the American people.

TWO THINGS AT ONCE.

That too-early trend to reconversion demonstrated, moreover, that we could not do two divergent things at once, that we could not pursue an all-out war production effort while simultaneously releasing materials, facilities, and manpower for civilian production. In the first place, the mere resumption of civilian output convinced some workers and some industrialists that victory was just around the corner, that therefore they had better prepare for peacetime security.

In the second place, it affected even those who continued to feel that the war was our first and main job. They felt that if their friends or competitors were converting to civilian production, they could safely do so.

As Director of War Mobilization and Reconversion, I am convinced that we must give our undivided attention to war production until we can be absolutely confident that victory is within grasp, until our military leaders tell us that they have enough supplies and that we can afford to reduce production.

However, I am deeply conscious of the responsibility to plan an orderly, gradual transition from all-out war production to a peace-time economy. Already, much work has been done.

PROSPECTIVE DEVELOPMENTS.

Today, in the middle of a two-front war, this country is much farther advanced with plans for reconversion than it was at the termination of the last war. When the armistice came in November 1918, procurement officers had neither program nor policy guidance. Today we have a law providing for the uniform termination of contracts; the prompt clearance of Government-owned equipment and inventories from our industrial plants; the interim financing of industry; the disposition of surplus property; and a program for retraining and reemploying workers. The decks have been cleared. The legal and mechanical difficulties which might have tied up manufacturers' capital and prevented the employment of workers have been anticipated and, in large part, solved.

The work on reconversion started more than a year ago. At that time, I set up a unit for War and Post-war Adjustment Policies with Mr. B. M. Baruch as Director. The report of this unit defined clearly the problems of reconversion. Subsequently, Congress established the Office of Contract Settlement, the Surplus Property Board, and the Retraining and Reemployment Administration. Under the act of October 3, these organizations were brought under the jurisdiction of this office. They have formulated plans, policies and procedures to cope with demobilization problems. (Steps taken on property disposal and contract termination are discussed separately in this report.)

The Retraining and Reemployment Administration has established centers in 8,000 communities at which returning veterans are given rehabilitation guidance. There they are advised as to their rights under the law—their right to their old jobs, their right to be trained for new jobs. The RRA cooperates closely with the Veterans Administration, the Selective Service System, and the United States Employment Service to provide veterans with vocational guidance. Post-war hospitalization requirements for veterans have been determined. General Hines is prepared to report directly to the Congress on these needs.

The Servicemen's Readjustment Act of 1944, commonly referred to as the "G. I. Bill of Rights," constitutes a landmark in the field of veterans' legislation. It provides for (1) education and training regardless of service disability; (2) loans for the purchase of homes, farms or business property;

and (3) readjustment (unemployment) allowances. These benefits which have been so well earned were not available to veterans of World War I or prior wars.

SMALL BUSINESS FINANCING.

Small business has been the backbone of American prosperity. Its future requires the establishment of a readily available source of credit. The Wagner-Spence bill has this purpose in view. In revoking the present authority of the Federal Reserve banks to make loans direct to industry, it substitutes authority for them to guarantee the principal and interest of loans by commercial banks to business enterprise. It, or other forms of legislation to this end, deserves the immediate consideration of the Congress.

I believe that all administrative actions which pave the way to orderly transition from war to peace and which are feasible at this time have been taken. The War Production Board is prepared to release production controls—L, M, and other restrictive orders—as soon as the reductions in war production schedules permit a substantial cutback. This is the so-called V-E Day plan. At the time it was developed, proposed Army cutbacks and the programmed reduction in construction of naval and merchant vessels indicated a drop of about 40 percent in the year following the defeat of Germany. Since then, a reconsideration of needs for the war against Japan indicate that the V-E Day production drop may not be so great. I have asked the War Production Board to develop an alternate plan on the new basis. This is now being done.

PREPARATIONS FOR V-E DAY.

The War Production Board has analyzed the probable impacts of cutbacks, both geographically and industrially. These analyses will permit the cushioning of the shock in particular areas and the expedition of reconversion of entire industries. For this purpose, WPB has established a Program Readjustment Committee composed of representatives of the War Manpower Commission, the Army, the Navy, Army Air Forces, the Navy's Bureau of Aeronautics, the Maritime Commission, and the Smaller War Plants Corporation. I propose to keep in close touch with the work of this committee in handling cutbacks. The composition of this committee was selected in order to bring civilian as well as military considerations to bear on cutback proposals. For instance, it may prove to be desirable to reduce production in Plant A instead of Plant B to avoid the concentration of lay-offs in one area; or, it may prove to be desirable to release a company from war work in a particular industry to stimulate reemployment.

In addition to the work under way in the War Production Board, the War Manpower Commission is prepared to revise its regulations on manpower controls. The Office of Price Administration has announced its

reconversion pricing policy. We have progressed far in getting ready for V-E Day.

TWO-FOLD TASK.

After V-E Day, the problem facing us will be two-fold: To maintain war production at scheduled levels while clearing the way for a rapid resumption of civilian production. We must accelerate the reemployment of released munitions workers and returning servicemen. We are in a position to move quickly. We are ready to put into effect the policies, procedures and plans that have already been formulated.

During the period of a one-front war, the drop in war production will be offset, after a brief interval, by the reestablishment of peacetime manufacturing. In addition, transportation, retail trade, public utilities, and other industries, which are today suffering from a shortage of labor, will absorb many released workers.

Conversion to war work developed a new major customer for business. Reconversion requires a return to the old customers. Civilians—employers and employees alike—must take up where the government's purchasing drops.

We must be prepared for the day when the government, as the purchaser of a record volume of munitions and military supplies leaves the market. We must build up during the transition period a sufficient demand for civilian production to fill the gap.

That is the reconversion task as I see it. It is discussed in some detail in subsequent sections of this report. It will be discused at greater detail in future reports. It is a big task but not one beyond our capacity.

In the meantime, our immediate task is to meet war requirements.

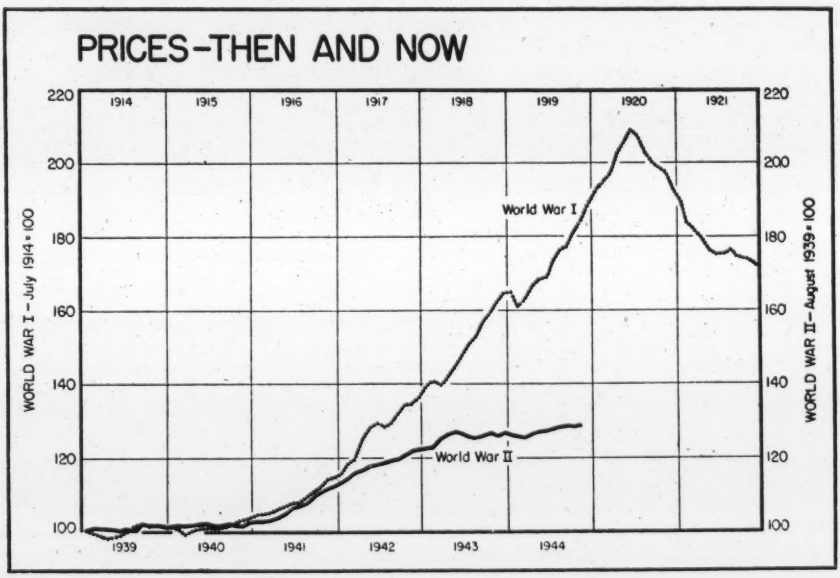
ECONOMIC STABILIZATION

By setting price ceilings, establishing wage controls, increasing tax rates, broadening the tax base, limiting corporation profits, and encouraging savings, the Government has been able to repel the inflationary forces resulting from the increase in war expenditures from $2,800,000,000 in 1940 to $91,000,000,000 in 1944.

That increase in the Nation's war output had the effect of doubling the incomes of individuals—from $76,000,000,000 to $155,000,000,000. Yet the output of goods and services for the consumer remained substantially unchanged. Thus for every $2 of income there was little more than $1 of production. That shift in the supply-demand balance in the economy might well have exploded the price structure. That it did not do so is due to the effective program of economic stabilization which has been hammered out in successive stages by Congressional, Executive, and administrative action.

LAST WAR, BENCHMARK.

The benchmark of the stabilization program is the last war. From July 1914 to the Armistice in November 1918 (52 months) living costs rose



62 percent. Over a longer period in this war, from August 1939 to December 1944 (64 months) the increase has been only 28 percent (chart, "Prices—Then and Now").

The stabilization program began back in February 1941, when ceiling prices were placed on second-hand machine tools. This was even before the Office of Price Administration and Civilian Supply was set up (in April 1941). In January 1942, Congress passed the Emergency Price Control Act, ending the period of "voluntary cooperation" in prices. That act provided general authority to fix maximum prices. With a view to increasing farm incomes relative to other incomes, Congress specified that in the case of farm products ceiling prices must be considerably above those then prevailing.

In May 1942, the General Maximum Price Regulation placed a lid upon the prices of the vast majority of nonfarm products. In the same month, rent ceilings were first established—in 20 major urban areas. On October 2, 1942, Congress created the Office of Economic Stabilization. Five months later, point rationing of processed foods started. A month later, in April 1943, the President issued his "hold the line" order.

Subsequent establishment of dollars and cents price ceilings and enlargement of the use of subsidies completed the major steps in the development of price control policies. These successive actions steadily improved control over the price structure. By May 1943, living costs had risen 27 percent; they have gone up only about 1 percent since.

Wage and price controls were companion pieces. It was necessary to keep prices steady so that workers would not demand boosts in wage rates which in turn would force production costs and prices up, thus bringing another round of demands for wage boosts. First, the National Defense Mediation Board, then the National War Labor Board (January 1942) were established to settle labor-management disputes.

In July 1942, in the "Little Steel" decision, the War Labor Board announced its intention of holding general wage increases to 15 percent above the January 1941 level, except in cases involving substandard conditions or inequalities. And in the Stabilization Act of October 1942, Congress granted the President authority to control wages even when employer and employees agree upon increases.

WAGE STABILIZATION.

Wage stabilization would not have been possible without the cooperation of labor and management through the War Labor Board. With a few notable exceptions both labor and management have accepted the decisions of the War Labor Board. The machinery for peaceful adjustment of disputes provided by the War Labor Board was and is necessary to enable labor and management to carry out their no-strike, no-lockout pledge. Government seizure and operation to avoid interference with the

war effort has been necessary in only a few cases where employers or workers failed to live up to their wartime responsibilities.

In some cases, seizure is not the best way of enforcing the decisions of the War Labor Board. It imposes on the government onerous responsibilities of running private business. It is particularly inappropriate in certain cases in which the workers and not the employers fail to comply with the Board's decisions. I recommend that the Congress should provide in addition to seizure other means of enforcement. The War Labor Board should have the right, whenever it considers it necessary in the public interest to make its decisions mandatory and legally enforceable in the courts without resort to seizure.

During the 22 months between January 1941 and October 1942, when the War Labor Board was given complete control of wage rates, basic wage rates in manufacturing went up slightly more than 15 percent. During the next 22 months, another 4 percent was added, bringing the total to 19.5 percent. In addition, as a result of incentive payments, merit raises to individual workers, and job upgrading, hourly earnings advanced another 10 percent, or a total of 30 percent; this more than offset the rise in the cost of living. (As a result of longer hours, overtime premium pay, and shifts from lower-pay to higher-pay industries, weekly earnings have risen by much more—by some 75 percent.)

EXTENSION OF RENEGOTIATION.

Corporate profits were restrained through price ceilings, renegotiation, profits taxes. Although profits rose from $5,800,000,000 in 1940 to $8,800,000,000 in 1944, production rose even more. The ratio of profits to the value of nonagricultural private output actually dropped from 7.3 percent in 1940 to 5.7 percent in 1944.

Renegotiation has limited profits in two ways:

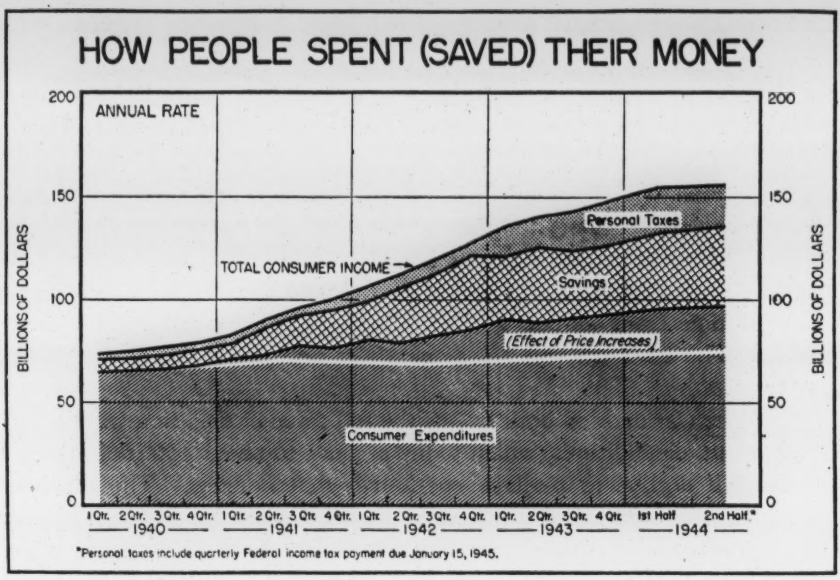
1. Through refunds. Renegotiations for the fiscal years 1942 and 1943 have brought in $4,355,268,000 to date. (These figures do not reflect tax credits allowable against the refunds.)

2. Through price reductions. Statutory renegotiation and other procurement activities have resulted in cuts on existing contracts of $3,887,597,000 in addition to lower prices secured on reorders.

The Renegotiation Act, as amended, will terminate on June 30, 1945, and it is my recommendation that it be extended at least to December 31, 1945, with authority in the President to extend it for another six months.

The story of how inflation was checked—despite the sharp rise in all types of income: Wages and salaries, farm income, income of other unincorporated businesses, corporate profits, interest and rents—can be told statistically. Of the $79,000,000,000 increase in individual income receipts from 1941 to 1944, $47,700,000,000 was siphoned off as follows:

$16,700,000,000 in taxes, which rose from $3,300,000,000 to an estimated $20,000,000,000;



$15,500,000,000 in war bond purchases, which rose from $500,000,000 to $16,000,000,000;

$15,500,000,000 in other savings, which rose from $7,300,000,000 to $22,800,000,000.

Thus of individual incomes of $155,300,000,000 in 1944, only $96,500,000,000 was spent.

PROSPECTIVE DEVELOPMENTS.

The battle for economic stabilization will not end with victory in Europe, perhaps not even with victory in the Pacific. The last war provides a warning. For a few months prices sagged—as workers were laid off by munitions plants, as soldiers were demobilized, and as government orders dropped off. But inventories had been depleted. Businesses were building up stocks. At the same time foreign demand—especially for United States foodstuffs—was brisk.

Then in March 1919, prices again started upward. In the spring of 1920, living costs were 28 percent and wholesale prices almost 25 percent above their inflated level at the war's end. These high prices choked off construction activity, which had begun to rise. At the same time foreign buyers turned to less high-priced sources of supply, and consumers rebelled at the inflated living costs. Result: the inventory boom ended abruptly.

By the middle of 1921 wholesale prices had fallen 45 percent and farm prices, 53 percent. Between 1919 and 1921 factory pay rolls dropped 44 percent; net income of farmers, 61 percent; and profits of all corporations from $6,500,000,000 in 1919 to a deficit of $55,000,000 in 1921. It was one of the sharpest economic collapses in history.

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DEFLATIONARY PRESSURES.

Again this time there will be powerful inflationary and deflationary forces at work. First as to deflation.

Let us assume that the war in Europe ends before the war with Japan. When V-E Day comes, munitions requirements of the armed forces will decline. That will automatically result in reduced war production and reduced pay rolls. Some temporary unemployment will be unavoidable. However this will release manpower and materials for reconversion. At the same time continuing war orders for the fight against Japan will make the transition from all-out war to all-out peace gradual—a two-stage process. The let-down will not come all at once, as it did after the last war.

When the war ends on both fronts, the full force of deflation will be felt. Government expenditures, which today amount to about $100,000,000,000 a year, will decline to perhaps one-fourth that amount. The resulting declines in employment and pay rolls, as war orders are canceled, could have far-reaching effects. Consumers, for example, might hesitate to use their savings to buy goods if a depression and prolonged unemployment seemed likely.

Hours worked per week will also decline. Though this will have the effect of spreading the work, it will also deflate the earnings of workers—particularly since they will lose part if not all of premium overtime pay. These consequences are being carefully studied by the War Labor Board. The possibility of reduced earnings will have a direct bearing on the relationship of workers' income and their living costs.

It is essential that we facilitate reconversion as rapidly as possible so that peacetime industries can move into the breach. At the same time we must have ready plans for Federal, State, and local public works—for highways, schools, land reclamation, etc.—which can be promptly dovetailed into the employment requirements of the post V-E Day and post-war economy.

INFLATIONARY PRESSURES.

Now, as to inflationary pressures.

During the four years 1941 through 1944, consumers have accumulated a record volume of savings—$90,000,000,000. Some $45,000,000,000 of war bonds have been bought. Another $45,000,000,000 has been stored up in bank deposits and in currency. And that $90,000,000,000 is superimposed on pre-Pearl Harbor cash assets of $50,000,000,000. In part, these holdings will remain a financial nest-egg, but in part they represent potential demand for new houses, automobiles, refrigerators, furniture, and other consumer goods—both durable and nondurable. But whether they are used depends on whether there will be jobs.

Also, inventories of consumer goods will be low—as after the last war. Wholesalers and retailers alike will try to build up stocks. This could force up prices, for which we must be prepared. It is not too early, in

my opinion, for the Congress to consider extending until June 30, 1946, the Stabilization Act.

The problem in the transition period is to hold to a middle course—to stop a runaway market in the prices of goods which may be in high demand as a result of pent-up, unfilled wartime requirements, yet without checking the forces working toward expansion. At the same time deflationary forces, as a result of the drop in munitions production, must be combatted. Toward this end, Congress has already provided in the "G. I. Bill" for the maintenance of minimum income of $20 to $23 per week for demobilized soldiers.

I renew my recommendation that the Congress liberalize unemployment benefits for civilian workers. Such legislation would perform the double duty of alleviating distress among lower-income workers who become unemployed and of helping to maintain a level of consumer expenditure necessary to facilitate a speedy transition to high-level output of peacetime goods.

MANPOWER

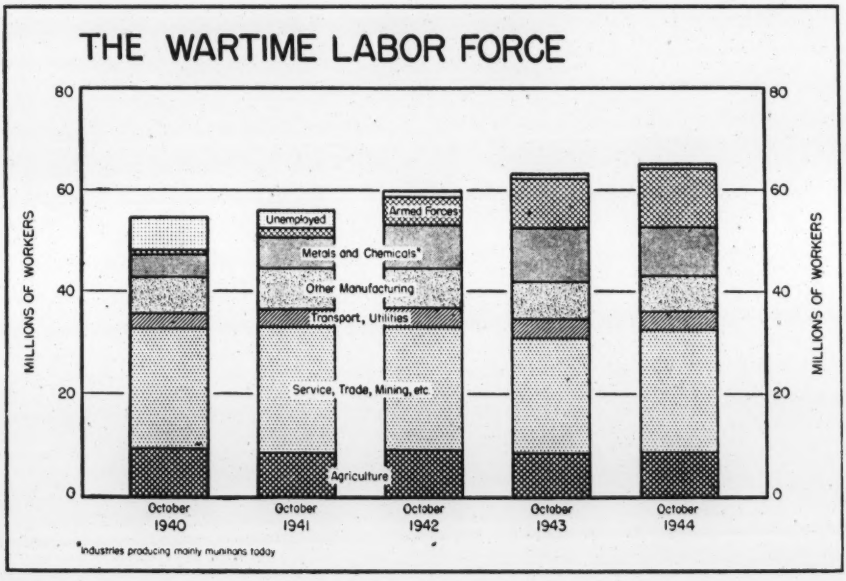
Even though the manpower mobilization problem is not so large as in 1942 and 1943, when virtually all munitions programs were expanding and needed workers, nevertheless the task of providing manpower still required for the armed services and for some war industries is more acute and more difficult than ever. There is no longer ready manpower to be drawn on. In 1942 and 1943, large numbers were being released from civilian production, thus becoming available for war work. Also there was a pool of unemployed.

Today the need for labor in war industries is tied in directly with battlefield requirements. Programs calling for additional production and manpower include ammunition, machine tools, tires, textiles, dry-cell batteries, ship repair and maintenance, field and assault wire, and special types of combat airplanes.

MOBILIZATION ACHIEVEMENT.

A huge job in labor mobilization has been accomplished. From 1940 through 1944 we have added about 18,100,000 workers to the war effort, as follows:

1. The armed forces were increased from 700,000 to 11,900,000.



2. Employment in the munitions industries increased from 4,500,000 to 10,300,000, in November 1943, and then receded to 9,200,000—a net increase of 4,700,000 to date.

3. We have added to Federal war agencies, primarily to the War Department and the Navy Department civilian forces, 1,500,000 workers.

4. We have added to the transportation system and public utilities about 700,000 workers.

Where have these people come from?

First, at the beginning of the country's defense program there were 7,000,000 unemployed.

Second, we drew upon the under-employed—those working below their normal skills or part time.

Third, women left their homes for war jobs, students postponed their education and training, older workers deferred retirement. In all, there was an increase of about 10,000,000 in the labor force, of which 7,000,000 was "abnormal growth."

SOURCES OF LABOR SUPPLY.

Today the picture is quite different from 1940. Some 300,000 workers are needed fully to man war plants, but there is no longer an unemployed

LABOR IN THE WAR

	October 1940	October 1944	Change
	Millions	*Millions*	*Millions*
Total labor force, including armed forces	54. 5	64. 8	+10. 3
Male	41. 3	46. 0	+ 4. 7
Female	13. 2	18. 8	+ 5. 6
Armed forces	. 7	11. 9	+11. 2
Male	. 7	11. 6	+10. 9
Female	0	. 3	+ . 3
Civilian labor force	53. 8	52. 9	− . 9
Male	40. 6	34. 4	− 6. 2
Female	13. 2	18. 5	+ 5. 3
Unemployment	6. 5	. 6	− 5. 9
Employment	47. 3	52. 3	+ 5. 0
Agricultural	9. 6	8. 8	− . 8
Nonagricultural	37. 7	43. 5	+ 5. 8
Manufacturing	11. 5	16. 2	+ 4. 7
Metals and chemicals [1]	4. 5	9. 2	+ 4. 7
Other manufacturing	7. 0	7. 0	0
All other	26. 2	27. 3	+ 1. 1
	Years	*Years*	*Years*
Average age of civilian labor force	37. 0	40. 2	+ 3. 2
Average weekly hours worked in manufacturing	39. 4	45. 6	+ 6. 2
Average weekly earnings in manufacturing	$26. 20	$46. 98	+$20. 78

[1] Now often called munitions industries.

group available for recruiting purposes. Our main sources of labor for critical programs must be:

1. New workers just entering the civilian labor market. In view of Selective Service requirements, these are largely women. The entry of women into the labor force, though still above normal, has slowed down. In the past year the increase was 700,000, approximately one-third of the increase in 1943.

2. Workers in relatively less essential occupations who must be induced to transfer to war industries.

3. Workers leaving munitions industries. In the last year some 1,100,000 workers were released from or quit war plants. About half of these joined the armed forces. Some retired from the labor force—for example, housewives who went back to the home. And some took nonwar jobs. The waitress who became a welder and loses her war job may return to restaurant work.

War production has become less attractive than it was a year or two ago. The earnings differential on war jobs relative to nonwar jobs has been reduced as overtime has become general. Living conditions in war centers are trying. Also, concern over personal job security has perhaps created an urge to find employment in peacetime industries.

CRITICAL NEEDS NOW.

Several hundred thousand workers would fulfill the requirements of critical war production. But because the war economy has matured, because the labor supply is tight and relatively inflexible, moving enough workers to the right plants at the right time takes intensive effort on the part of all agencies.

The Office of War Mobilization and Reconversion recently requested the Director of Selective Service to tighten Selective Service System classifications. The Director of Selective Service has reported that the new regulations have already succeeded in holding workers in critical war plants. The War Production Board has suspended the "spot authorization" plan for civilian production in tight labor areas. The War Production Board has also limited the production of civilian goods to the level reached in the fourth quarter of 1944.

The War Manpower Commission has been asked to tighten manpower ceilings, particularly in the less-essential industries, and the War Production Board has been authorized to deny priority and allocation privileges to plants which fail to comply with WMC regulations. Race tracks have been asked to close to reduce the drain on manpower, transportation, and other services. Notwithstanding the financial loss involved, the favorable response of owners of race tracks and race horses has been virtually unanimous.

However, even these measures may not be sufficient. It may be

necessary to request the Congress for legislation, designed to strengthen the authority of the War Manpower Commission.

Further, we must anticipate the possibility of increased calls under the Selective Service System. We must recognize the necessity of reconsidering the standards governing the deferment of agricultural workers, since this group represents the largest remaining source of young men for military service.

The Office of War Mobilization and Reconversion, together with all Government agencies concerned, recognizes that its first problem is to meet the demands for manpower for all-out war. However, it is not overlooking the manpower and employment problems which will certainly develop with the end of the war.

PROSPECTIVE DEVELOPMENTS.

The character and composition of the American labor force and of our labor market have undergone a drastic transformation. Manufacturing industries now absorb one-third of the civilian labor force, as compared with one-fourth in 1940. The average age of workers has increased from 37 in 1940 to about 40 years in 1944. The proportion of women workers in the civilian labor force has gone up from 25 percent 4 years ago to 35 percent.

Further, the wartime labor force is concentrated geographically. Though efforts were made to move industry to the workers, the necessity of speed in war production made it impossible to avoid a substantial concentration in areas where a nucleus of skilled labor, managerial know-how, and facilities were available. Thus, the aircraft and shipbuilding regions on both coasts and the industrial areas in the Great Lakes region have expanded greatly, drawing population away from agricultural areas and States (map, Civilians on the March). Even within States, there has been a movement from small areas to manufacturing centers.

However, the growth of the labor force itself constitutes the main post-war problem. Peak employment prior to the war was reached in 1929, when an aggregate of approximately 47,000,000 persons were at work. During the depression, employment shrank to 38,000,000 in 1932, then recovered to 45,000,000 by 1939. Since then, both total employment and the average number of hours worked have increased greatly. Our working force, including those in the armed forces, is now approximately 65,000,000 persons—an increase of nearly 20,000,000 over 1939. This expansion poses the basic post-war problem.

Some of the additional workers will be absorbed through a return to pre-war working hours.

Some will retire.

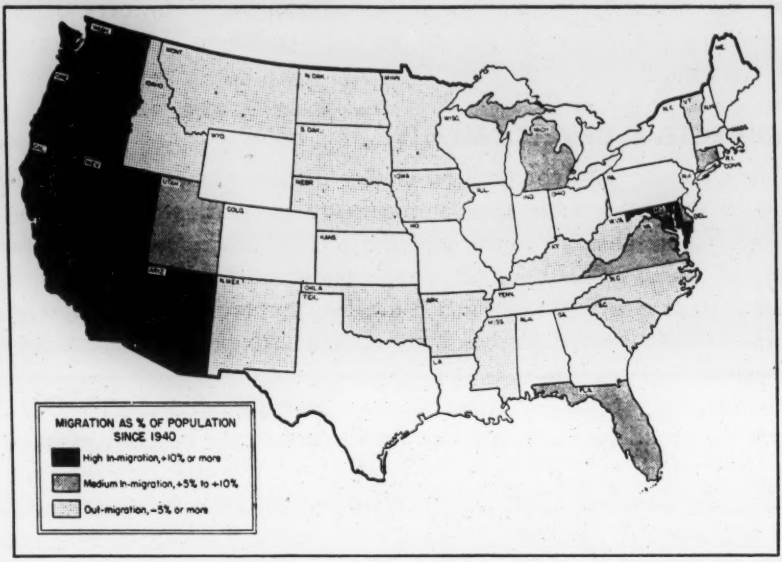
Some will return to school.

Some will remain in the armed forces.

However, many will be out of work unless we succeed in building up a volume of production and distribution far beyond anything heretofore realized. That is the fundamental economic problem of the post-war period to which our thinking must be directed. It is a problem which this Office will discuss at greater length in subsequent reports.

CIVILIANS ON THE MARCH

Workers in search of war jobs gravitate toward coastal aircraft and shipbuilding centers. Out-migration heaviest from agricultural states.



AGRICULTURE

The Nation's achievement in agriculture can be summarized thus: In 1944, almost one-quarter of the country's farm output went directly to our armed forces and allies, yet total food available to civilians slightly exceeded the 1935–39 average, and on a per capita basis was up 7 percent above that level.

Clearly, the American standard of eating—quantitatively—did not suffer. This was because total farm output, which by 1940 had risen one-tenth above the 1935–39 average, increased by 21 percent more between 1940 and 1944. Total food supplies increased 23 percent.

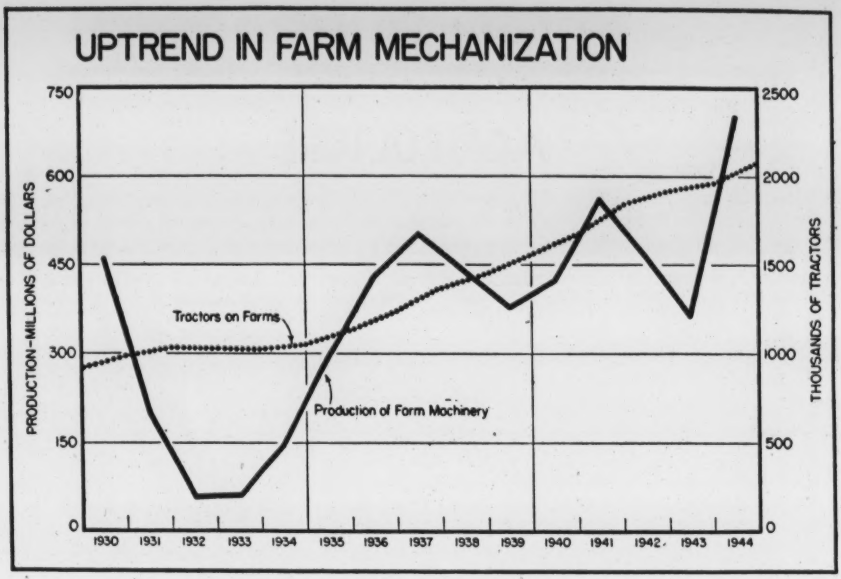
Here are some specific examples of big gains over 1940: eggs, up 46 percent; wheat, 33 percent; peanuts, 24 percent; corn, 31 percent; beef and veal, 32 percent; pork, 28 percent. In each of these items except pork, with its unprecedented 1943 volume of almost 13,400,000,000 pounds, 1944 set all-time records.

Unlike the increase in the production of munitions, this increase was not attained through a vast inpouring of additional resources. The total farm population dropped 16 percent (map, "Civilians on the March," p. 26). Farm employment fell 5 percent between 1940 and 1944, and the decline would have been much greater had not many farm workers been granted occupational deferments from military service, and had not many farm women and youths, normally not in the working force, stepped into the breach.

Acreage devoted to crops went up only 5 percent, and even this was mainly at the expense of rotation pasturage and summer fallow, rather than through the breaking of new ground. But the use of commercial fertilizer increased 45 percent over 1940. Moreover, the setting of voluntary production goals, farm by farm, stimulated each farmer to maximum effort. And prices, directly supported by the Government, advanced sufficiently to provide incentives for intensified operation.

MEETING WARTIME GOALS.

Mechanization also increased. Immediately after Pearl Harbor, production of farm machinery was curtailed sharply as munitions production made exacting demands upon our steel capacity. Farmers, aiming at high production goals in 1942 and 1943, wished to purchase added machinery and equipment to offset the drop in the labor force. Many were unable to do so. However, in 1943–44 allotments of materials to farm equipment increased, and output in 1944 exceeded the record year of 1941.



To keep farm machines operating, production of spare parts was boosted year after year. As a consequence, though the demand for farm machinery is still great, farms generally have become increasingly mechanized. There are 29 percent more mechanical corn pickers on farms today than in December 1941; 23 percent more combine harvesters; 49 percent more milking machines. There is still a serious shortage of farm trucks, and farmers need more of some other types of farm equipment than is yet available.

As another factor, a decade of soil conservation had built up plant energy within the soil and hence contributed to larger yields. Improved varieties of seed—notably hybrid corn—also increased production. And there was good weather throughout most of 1944. It all added up to a high level of production per worker—28 percent better than in 1940, and 45 percent above the 1935–39 average.

Legislation played its part. To stimulate farm production, Congress provided price supports for specific classes of agricultural products. Prices received by farmers rose by 82 percent from 1935–39, and were 15 percent above parity in 1944. Realized net income of farm operators went up 170 percent from $4,600,000,000 in 1940 to about $12,400,000,000 in 1944. Some of this increase was due to the higher volume of production, and some to the advance in farm prices as compared with farm costs. Prices paid, and cost rates other than wages to hired workers, increased less than half as much as the prices received for farm products. Farm wages, however, increased 150 percent from 1940 to 1944. Not only did support prices help raise farm income, but, more important, they helped direct agricultural energy into products most urgently needed, whether crops or live-

stock. Thus output of pork, milk, eggs, canning crops, corn, wheat, soybeans, and peanuts rose sharply, while the output of cotton dropped (chart, "Wartime Peaks in Agriculture"). In a sense, agriculture was put on an incentive-pay basis, and support prices were to farmers what specific munitions contracts were to industry and higher wage rates to labor.

The object was highly practical—to provide an adequate supply of food for the armed services, the civilian population, and our allies, and to maintain reserve stocks to guard against a bad crop year or shipping exigencies. Thus stocks have been stored here, in the United Kingdom, and in the European theater. These stocks are still needed. If weather should be below average in 1945, shortages might develop. When the war ends, however, these stocks may become surplus to the extent that they are not absorbed by foreign markets or by relief and rehabilitation requirements.

PROSPECTIVE DEVELOPMENTS.

The Congress apparently foresaw this and provided for the continuance of support prices for 2 years after the first day of January following the termination of the war. This guards against an immediate collapse of prices if military and lend-lease food procurement should drop off sharply. At the same time it assures a high level of production since it relieves the farmers of the apprehension that crops which had been planted in anticipation of a given price might have to be sold in an unsupported market. Although we may enter the post-war period with farm product deficits, the continuance of support prices after the war may impel farmers to raise some products above the then current consumption requirements.

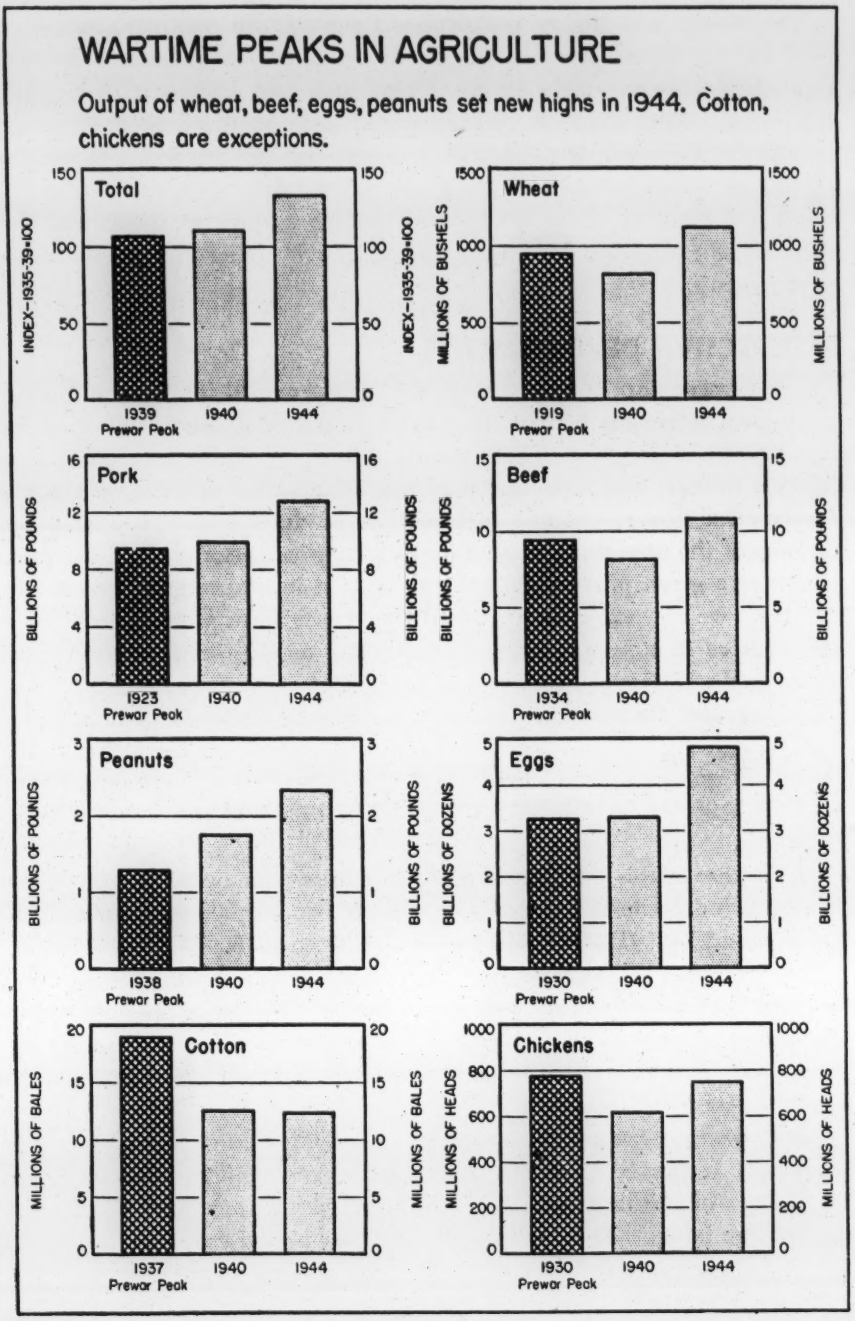
During and after the last war—from 1914 to 1920—farm land prices rose 65 percent. Those were the days of $400 per acre for farm land in Iowa. Farm mortgage indebtedness in the United States rose from less than $5,000,000,000 in 1914 to $8,500,000,000 in 1920 and to $10,800,000,000 in 1923.

So far during this war, farm land values have gone up 43 percent. But mortgage indebtedness has declined from $6,600,000,000 in January 1940 to less than $5,400,000,000—the lowest level since 1916.

The inference is that farm land prices, though they have gone up, have not risen because of an overfree use of credit. However, the speculative situation bears watching. During 1944, the number of farm mortgages increased. It appears that established owners of land are reducing their indebtedness, but that a new group of farm owners is buying on credit.

The capacity of the agricultural plant will present a fundamental post-war problem. Improved practices, increased mechanization, and more intensive use of fertilizer have boosted output per farmer and per acre to record high levels. Therefore, in the post-war period the same number of farmers could easily turn out more than the pre-war volume of crops and livestock products.

In spite of this, farm workers drawn into munitions plants will return to the farms unless the level of industrial production is such as to hold them in other undertakings. Many soldiers drawn from farms will return. Supplies of some products will be available again from war-torn areas.



Hence, important readjustments in agriculture seem necessary if we are to maintain a high farm standard of living. How important and how serious these readjustments are will depend on the level of industrial prosperity in this country and on the extent to which farm products can be exported.

In the meantime, the task facing American farmers in 1945 is to make history repeat itself by once again producing the high volume of foodstuffs and other products needed to feed and equip the fighting and working populations of the United States and her allies.

WARTIME AGRICULTURE: 1940–1944

	Percent Change 1940–44
Total output	+ 21
Foods output	+ 23
Acreage in crops	+ 5
Farm population	− 16
Farm employment	− 5
Use of commercial fertilizer	+ 45
Tractors on farms	+ 25
Crop yield per acre	+ 10
Output per worker	+ 28
Net realized income, farm operators	+170
Wage rates	+150
Mortgage debt	− 14
Land prices	+ 36

FOREIGN ECONOMIC OPERATIONS

The story of foreign trade during the war period is largely the story of lend-lease on the export side and the procurement of critical war materials on the import side.

Shortly after Germany invaded Poland, both Great Britain and France sent purchasing missions to the United States to buy airplanes and other war products. These missions placed orders aggregating $4,000,000,000 which started American industry to tool up for munitions production.

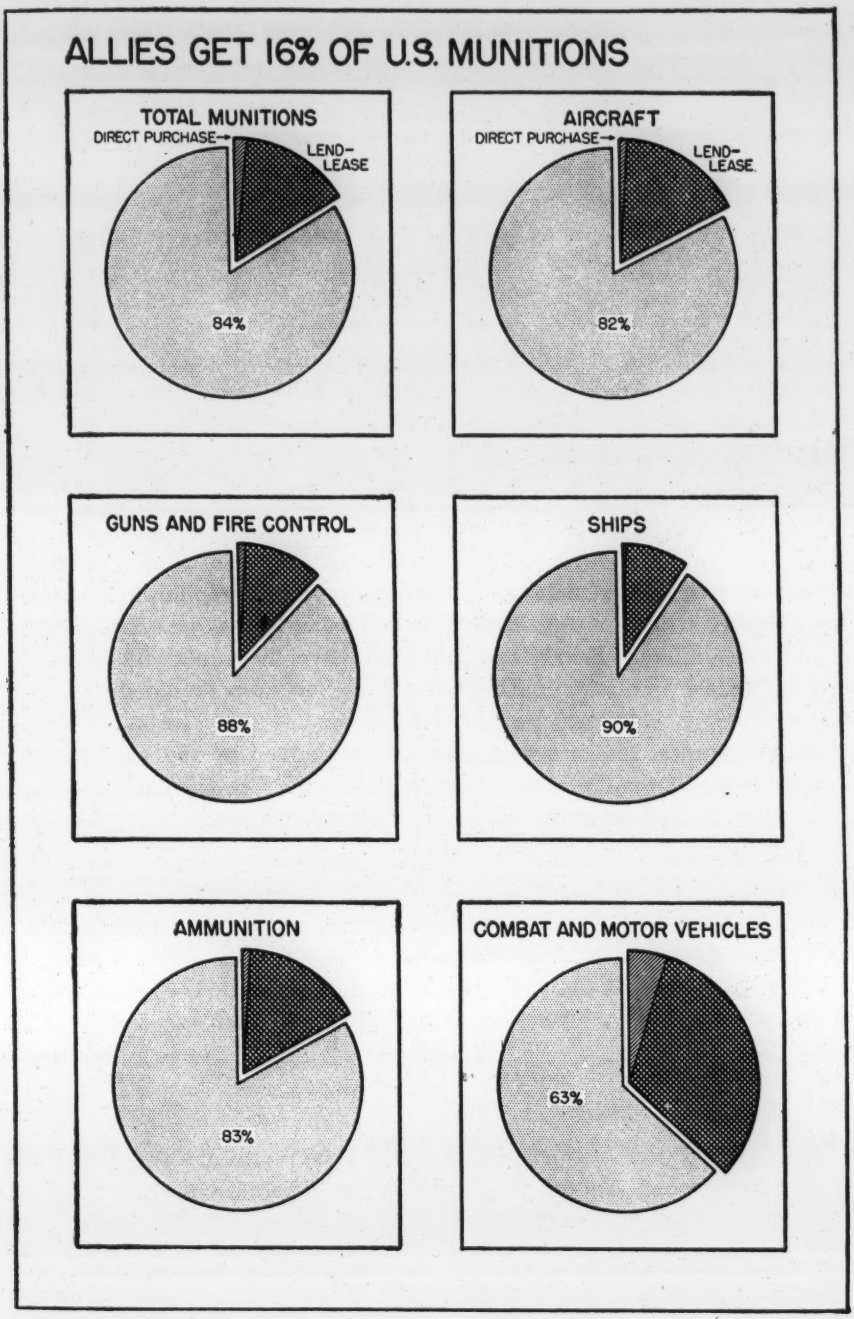
As the war mounted in scale it soon became evident that neither of these countries had the financial resources—the dollar balances—necessary to buy the munitions they would need from this country. The United States had become a creditor nation.

In March 1941, the Lend-Lease Act was adopted. This act with subsequent modifications made it possible for our Government to buy munitions and other supplies from industry and agriculture for transfer to Great Britain, Russia, and other countries, whose defense was necessary to the defense of the United States, without definite arrangements for repayment.

Since January 1942, there have been transferred about $18,000,000,000 of combat munitions to our allies, or 16 percent of total United States output. Of this amount, $16,000,000,000, or 14 percent of the total output, was under lend-lease:

U. S. exports of combat munitions	Percentage of output transferred	
	Total	Lend-lease transfers
	Percent	*Percent*
Aircraft	16	14
Ships	10	9
Guns	12	11
Ammunition	17	16
Combat and motor vehicles	37	32
Communication and electronic equipment	9	8
Total combat munitions	16	14

Since March 1941, the United States has lend-leased 34,500 airplanes, 30,000 tanks and 700,000 motor vehicles. While both the British and Russians have produced the greater proportion of their own requirements, our contribution has been substantial, particularly in motor vehicle equipment.



Lend-lease has not been restricted to munitions. It has also helped our Allies to maintain their own industrial output. Exports of industrial products, many in unfinished form, have amounted to approximately $6,400,000,000. Agricultural products, representing about 10 percent of our total food supply, have aggregated approximately $4,450,000,000.

Lend-lease exports, which have exceeded $24,000,000,000 (excluding certain ship rentals and other services), are divided as follows:

Mar. 11, 1941–Sept. 30, 1944

[000,000 omitted]

	Total	United Kingdom	Other British	USSR	Other
Ordnance	$3,560	$1,620	$940	$750	$250
Aircraft	5,010	1,760	1,660	1,330	260
Tanks and other vehicles	4,460	1,470	1,230	1,300	460
Watercraft	520	230	100	170	20
Agricultural products	4,450	2,850	270	1,190	140
Industrial products	6,380	2,630	1,400	2,150	200
Total	24,380	10,560	5,600	6,890	1,330

REVERSE LEND-LEASE.

During the period in which the United States has been assisting its Allies through lend-lease, it has also received substantial assistance from these Allies in the form of reciprocal aid. The United Kingdom has provided barracks, airfields, clothing, military bridges, ship repairs and many other items. Australia and New Zealand have provided substantial food supplies. British raw materials have been made available for United States production. Other countries have also provided reciprocal aid.

The reciprocal aid or reverse lend-lease obtained by the United States from the British empire is estimated by the British Government as follows:

	January–June 1944	Total from June 1942 to June 1944
United Kingdom	$873,400,000	$2,437,000,000
Australia, New Zealand, India	350,100,000	911,100,000
Total	1,223,500,000	3,348,100,000

Since the invasion of North Africa, the United States has also cooperated with other United Nations in providing the minimum essential requirements for the populations liberated by the Allied forces. This program to date has been largely a military operation, administered by the Army and Navy, to prevent disease and unrest along military lines of communication

and to permit local populations to assist Allied forces. However, the Congress has authorized United States participation in the United Nations Relief and Rehabilitation Administration. The Foreign Economic Administration has allotted $350,000,000 to date to procure supplies for UNRRA which include food, agricultural materials and equipment, clothing, medical supplies, and some transportation and public utilities equipment. The export of these supplies must be governed by the availability of shipping beyond military necessity and by the military situation.

Lend-lease shipments have resulted in United States exports reaching the highest levels in history. In 1944 total exports will exceed $14,000,000,000 which is three times the level of 1940, and almost twice the peak level of 1920 when this country exported goods valued at $8,000,000,000 for the reconstruction and rehabilitation of Europe after World War I.

Despite shipping restrictions, imports have also risen as a result of the war, from $2,600,000,000 in 1940 to an estimated $4,000,000,000 for 1944.

During the early periods of the war the United States engaged in preclusive buying of materials and products which would aid the Axis powers. However, our import program has been directed largely to the procurement of basic materials needed for war production. In 1943, almost all of our tin, 85 percent of our wool, all of our nickel, 85 percent of our chromite, 85 percent of our manganese ore, and 60 percent of our tungsten were imported.

We have provided financial, technical and material aid to foreign governments and producers to assist in the development of foreign sources of supply of critical materials.

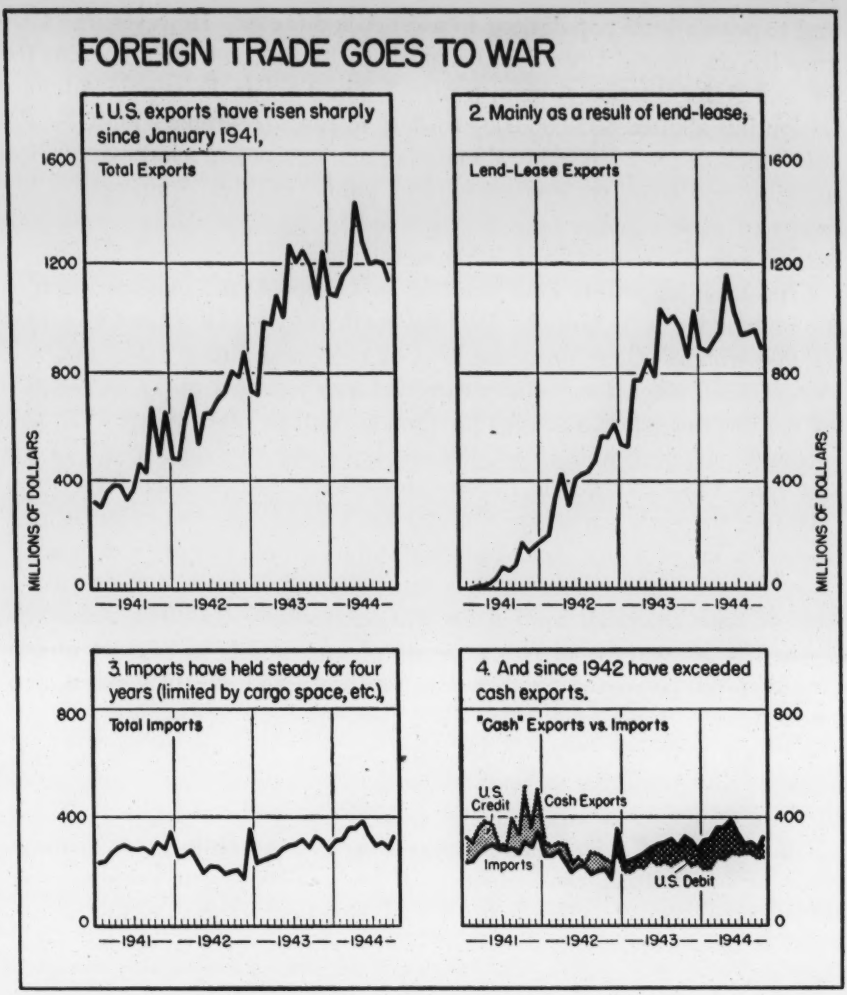
The attainment of adequate stock piles and the shift in war equipments are permitting the reduction of some government programs for procurement abroad. Trade in several commodities has already been returned to private hands and studies are now under way to determine when and how licensing restrictions on foreign trade can be modified.

PROSPECTIVE DEVELOPMENTS.

Congress, in passing the Lend-Lease Act, made a major contribution to early victory. It developed a munitions industry in the United States. It also made it possible to extend maximum aid in the war to our Allies; it did this in a way to avoid draining such countries of all their gold and dollar balances.

As will be seen from the chart "Foreign Trade Goes to War", the cash imports into this country in 1943 and 1944 exceeded the cash exports, thereby increasing the supply of dollars abroad and the potential buying power for United States goods after the war.

The fact remains, however, that the world as a whole will need far more of the post-war production of the United States than it can immediately pay for.



Obviously, if our productive facilities are to be kept employed, we must buy not only in foreign markets but also must and doubtless will provide credit to those countries requiring our goods which are unable to make immediate payment.

The financial problems involved have been the subject of an international conference held at Bretton Woods. There remain major problems to be solved before our own position in post-war trade can be determined.

It is important that we do not repeat the mistakes that we made at the end of the last war. Foreign countries are in the end only able to pay their debts and to continue buying our goods by selling their goods and services to us.

It cannot too often be said that if we are to get back the money which we lend abroad, and if we are to continue to sell our goods abroad, we must

be prepared to import goods on a large scale. When we raise barriers against imports we restrict the outlets for American goods in foreign markets and reduce job opportunities at home. Trade breeds trade and trade restrictions breed unemployment.

A full utilization of the increased resources developed in this country during the war and a satisfactory condition of employment require a great expansion in international trade.

TRANSPORTATION

Total volume of freight moved by United States railroads, trucks, pipelines, commercial air transports, and over inland waterways has risen from some 600,000,000,000 ton miles in 1940 to more than 1,000,000,000,000 ton miles in each of the last 2 years. This added volume has been handled without an appreciable increase in facilities other than pipelines.

The railroads have borne the brunt of the burden. They handled about 70 percent of the total freight volume in 1944, as compared with only 62 percent of the much smaller total in 1940. Railroad passenger traffic almost quadrupled, rising from some 25,000,000,000 passenger traffic miles in 1940 to 98,000,000,000 last year.

Three factors were mainly responsible for imposing extra loads upon the railroads:

1. Closing of the Panama Canal to commercial shipping and diversion of inter-coastal ships to military assignment forced upon the railroads additional transcontinental burdens. Some 7,500,000 commercial tons were shipped through the Canal in 1940. After Pearl Harbor, commercial shipments stopped altogether.

2. Submarine warfare for a time curtailed coastal shipping and tanker transportation of petroleum and petroleum products to the east coast. At the beginning of 1941, the railroads carried less than 1 percent of such traffic; tankers carried 95 percent.

In December 1942, there was a serious shortage of petroleum products on the east coast. The presidents of eight railroad companies were requested to meet with the Director of War Mobilization. As a result of plans then suggested by the railroad executives and later put into operation, by the middle of 1943, railroads were carrying 71 percent, tankers only 8 percent. Last year, however, new pipelines were in operation and moved 38.7 percent of east coast petroleum and petroleum products; tankers returned to transport 16.1 percent of the volume. The load on the railroads dropped to 37.8 percent of the total.

Developments in the last month, however, indicate that a number of tankers now in service may have to be recalled for overseas military operations. Since pipelines have been operating at capacity, this means that railroads may have to resume a major proportion of east coast petroleum transport. (Since 1940, approximately 13,600 miles of pipelines have been constructed, converted, or reversed as to direction of flow. More than $275,000,000 has been expended for new trunkline facilities.)

3. Since new motor carrier equipment—trucks, buses, tires, fuel—could not be provided except at the expense of munitions, commercial highway transport and private passenger cars could not assume their proportionate share of wartime expansion in traffic. The railroads were forced to meet the unprecedented rise in passenger travel demands—about 40 percent of train equipment. Travel rationing has not been imposed because of difficult administrative problems although some nonessential travel has been curtailed as a result of educational campaigns conducted by the industry and government.

The achievement of the carriers was made possible by the untiring efforts of railroad workers.

EMERGENCY MEASURES.

Emergency wartime measures instituted by the Office of Defense Transportation with the full cooperation of the industry and its workers include:

1. Compulsory maximum loading of freight cars under ODT orders. This added the equivalent of 141,000 freight cars to the existing supply.

2. Higher demurrage charges which penalized shippers for holding cars.

3. Maximum utilization of equipment. The ratio of serviceable freight cars to total cars on line increased from 92.2 percent in 1940 to 97.5 percent in 1944; gross ton miles per serviceable freight locomotive increased from 59,000,000 miles in 1940 to 85,000,000 miles last year. Movement of cars on line and through terminals increased from 39 miles per day in 1940 to 52 miles in 1944. The average haul per ton of freight increased from 351 miles in 1940 to 471 miles in 1944.

4. An over-all program of export control to prevent freight congestion in ports. The coordinating measures of the military services, the War Shipping Administration and the Office of Defense Transportation, have prevented port tie-ups which in the last war sometimes backed up rail traffic from New York to Pittsburgh and immobilized freight cars for weeks.

HIGHWAY AND TRANSPORT OPERATIONS.

The motor-carrier industry has obtained only 195,000 new trucks and buses since March 1942. This is less than 10 percent of the number it would normally require for replacements and expansions. Nevertheless, loads have gone up year by year.

In response to ODT regulations, stores have curtailed deliveries, truckers have loaded to fuller capacity, special delivery "luxury" services have been reduced or eliminated. The result has been a more efficient use of the available trucks and buses. For example, last year intercity buses transported 275 percent more passengers than in 1941—but mileage increased only 78 percent. Similarly, local truck operators cut mileage 40 percent below that of 1940 while carrying approximately the same tonnage.

Twenty-three thousand industry committees with a local membership of 102,000 have cooperated with the Office of Defense Transportation to obtain fullest use of the industry's restricted equipment.

INLAND WATERWAY TRANSPORT.

The volume of water-borne freight in 1944 was 145,000,000,000 ton miles as compared with 118,000,000,000 in 1940. Total tonnage moved on the Great Lakes last year was greater than in any previous season, although ore shipments, as a result of reduced quotas, were some 11,000,000 tons below the peak movement of 92,000,000 tons in 1942. Traffic in the Mississippi-Ohio River system and other inland waterways has increased since January 1942, particularly in the movement of petroleum and petroleum products to the East coast. Barges moved 7.3 percent of total petroleum products to the Eastern seaboard last year.

PROSPECTIVE DEVELOPMENTS.

The defeat of Germany will result in an accelerated East-West flow of transcontinental traffic which will most likely require the retention of major transport controls. The provision of additional equipment will then depend on war production requirements.

While post-war freight and passenger traffic may be expected to decline from current high levels, it should continue at a much higher level than prevailed before the war. This suggests a heavy post-war demand for trucks, buses, rail passenger and maintenance equipment to replace worn-out facilities and to improve service.

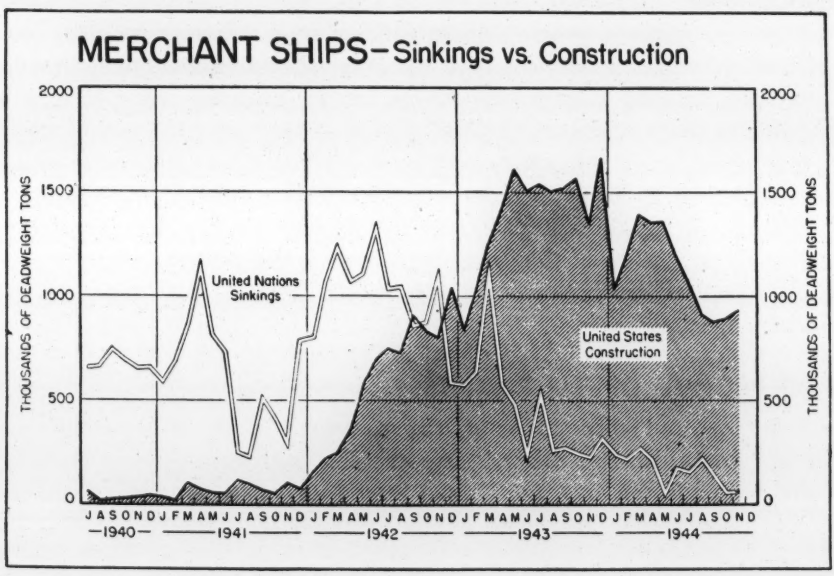
SHIPPING

Under the Merchant Marine Act of 1936, Congress directed the Maritime Commission to maintain a merchant fleet adequate to meet the requirements of national defense and to carry a substantial portion of United States commerce. That act laid the foundation for the largest merchant fleet in the world. It has made possible the transport and supply of vast United States and Allied armies throughout the world.

UNITED STATES SHIPBUILDING OFFSET ALLIED LOSSES.

From January 1942 through 1944, American shipyards have turned out approximately 4,500 new cargo ships—transports, tankers, miscellaneous merchant type ships and auxiliaries—aggregating about 43,700,000 deadweight tons. American construction alone has thus more than offset the losses of United Nations ships due to enemy action and other causes. The net gain has been continuous since December 1942. During the same period also, thousands of the ships of Allied Nations have been repaired after damage by enemy action and heavy weather or overhauled after hard usage.

As a result, the United States has become more than self-sufficient as a peacetime carrier of ocean cargo. Last year United States ships carried an estimated 59,000,000 long tons of cargo, or 76 percent of all United States



ocean shipping. As contrasted with this total, United States ships carried only 8,000,000 long tons, or 23 percent of United States cargoes during the years 1930 to 1939.

How this was achieved is well known. The Maritime Commission, early in the war, constructed new shipyards, enlarged others, and supplemented facilities of still others. Mass-production methods were introduced. One of the production marvels of the war is the reduction in construction time on Liberty ships from more than 200 days to about 50 days. Now Victory and other type cargo ships—faster and more suited to peacetime traffic—are replacing them on the ways.

As part of its duties, the War Shipping Administration directs the allocation, operation, and maintenance and repair of the merchant fleet. All vessels not allocated or assigned to the Army and Navy are operated by American shipping firms on schedules controlled by the WSA. To keep this huge fleet operating, officer and crew personnel has had to be increased from 67,000 men in September 1941 to approximately 200,000 today. More seamen are needed each month as additional ships come off the ways.

Since September 27, 1941, when the first United States merchant vessel was sunk, 5,855 merchant seamen have been reported killed, missing, or prisoners of war.

POST-WAR FLEET.

In 1939, there were approximately 1,100 seagoing vessels in active service under the American flag. At the end of the war, the fleet will exceed 5,700 vessels, as follows:

Assuming that none are built after June 1945, nearly 2,500 will be Liberty ships, which will have served their essential purpose as a mass-production, wartime vessel. These will not be satisfactory for fast, competitive ocean-going service after the war, though undoubtedly foreign countries formerly engaged in tramp freight shipping will purchase a fraction of them at reduced prices.

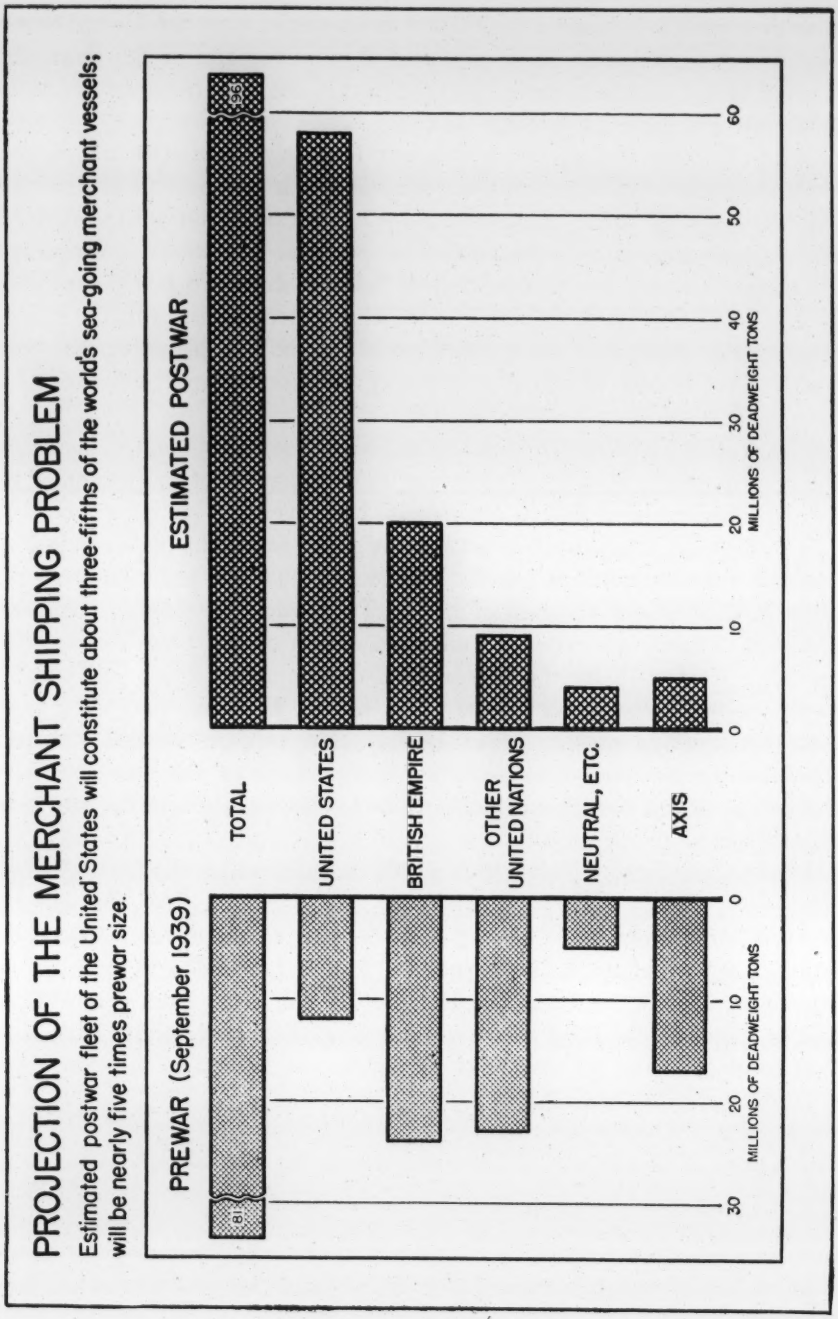
There will be 700 old ships, largely pre-war vessels, which in due course will be retired, as their operation costs become excessive.

There will remain 2,500 efficient C-type and Victory dry cargo ships and tankers. A few of these may have been so drastically altered for military use that reconversion to commercial service may prove to be uneconomical.

PROSPECTIVE DEVELOPMENTS.

The use and disposition of the merchant fleet, with which the United States will end the war, is a problem with international implications. Prior to this war, the United States' use of foreign ships, paid for in American dollars, helped to improve our foreign exchange position by

providing other nations with the means of buying more American goods. However, if we use our war-built merchant fleet to its full capacity, then it is quite possible that instead of buying shipping service we will be selling service and thus cut down the world's international supply of dollars avail-



able for the purchase of American goods. Therefore, we will have to weigh carefully the effects that a great United States merchant fleet will have on our international trade.

The chart, "Projection of the Merchant Shipping Problem," points up the problem. In September 1939, Great Britain was the world's great maritime power, with some 24,000,000 dead-weight tons; the United States had about 12,000,000. It is estimated that at the end of the wear, the United States may have three times the fleet of the British—nearly 60,000,000 tons as against 20,000,000.

The Maritime Commission's Post-war Planning Committee is now developing policies and procedures. Legislation is pending to govern the sale of war-built ships. Discussions are being carried on with American shipping companies to determine their post-war intentions. Anchorage sites and methods for preservation of laid-up ships are being explored. Studies are being made of post-war tonnage expectations, probable condition of the ships, and likely commercial needs. Problems of post-war wages for seamen, working and living conditions, and social-security requirements also are being examined.

The war has resulted in standardization of merchant ships. Parts are interchangeable. It will be interesting to see what effect this has on post-war ship construction and on commercial investments in shipping facilities.

The shipping expansion has not met the global requirements for shipping, but the situation will be greatly relieved by the full production of all types of ships in the first half of 1945. To provide for possible increased demands, I have authorized a limited extension of this program into the second half of 1945 for the Victory and C-type ships, which still will be badly needed for our war effort. It is hoped, however, that after next June construction of the slower Liberty ship can be avoided. It has served as the real pack-horse of water transport during the war years, but will not be of full post-war value to us, or to other nations, in the numbers that will be available.

In the meantime, the merchant fleet's wartime responsibilities will not cease with victory. Large numbers of troops presumably still will be overseas—in Europe and the Far East—as part of the armies of occupation. They will have to be supplied. And if a rotation of occupation armies is adopted, the transport fleet, largely converted from cargo ships, will be required to carry troops to and from Europe and the Far East. War employment of the merchant marine thus will continue for some time after the last guns are fired.

HOUSING

The National Housing Agency has largely completed construction of housing for some 4,000,000 migrating workers and their families in more than 1,000 communities. Sufficient housing is available in most war production areas. However, shifts in production, plus a few expanding programs, continue to create new demands for additional housing. These demands may be expected to develop from time to time.

The National Housing Agency plans to meet these demands by the transfer of temporary and demountable housing into areas of need from places where it is no longer required, and by new temporary construction.

Private industry and public agencies have completed more than 1,730,000 new or converted family units since the summer of 1940. On October 31, 1944, there were 81,800 units under construction and 59,800 others approved and awaiting construction, most of which were privately financed. In addition to these, approximately 25,000 units have been reported by the Army and Navy as necessary for workers in expanding munitions programs.

The housing program involved a total investment of about $6,000,000,000, two-thirds of which represented private capital, protected in large part by FHA mortgage insurance. Throughout most of the construction period, a ceiling sales price of $6,000 and maximum shelter rental of $50 a month were established to insure that the housing would be within reach of the worker and to forestall use of certain critical materials.

A "Share Your Home" campaign conducted by NHA's local War Housing Centers and Home Registration Offices received wide community support. It is estimated that, through their efforts, more than 2,000,000 workers were housed in structures already erected. This program, which has saved huge expenditures in materials, manpower, and money, must continue as long as war workers are being recruited.

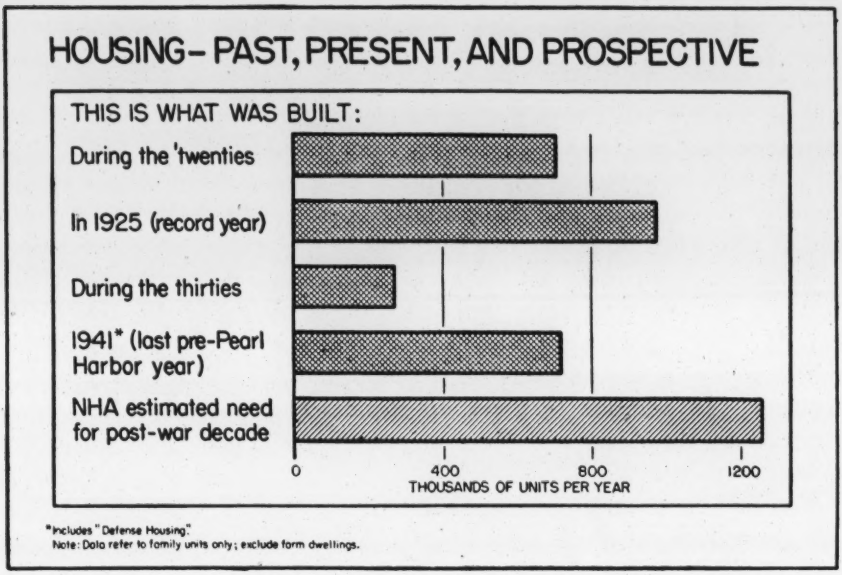
POST-WAR HOUSING NEEDS.

A great deal of new permanent housing will be needed after the war. The Nation entered the war with a substantial deficit of decent housing. During the war, all housing has deteriorated because of intensified use and lack of adequate repair and maintenance. Moreover, war needs have prevented the unrestricted construction of civilian housing. There also is a

large requirement for new housing to replace slum dwellings and other substandard houses.

PROSPECTIVE DEVELOPMENTS.

The National Housing Agency estimates that during the first post-war decade an average yearly construction of 1,260,000 nonfarm dwellings will be required. Construction during the period 1920–29 averaged 700,000 units annually. In the peak year, 1925, a total of 937,000 units was built.



This estimate of annual post-war need is based on a requirement of 410,000 units per year for increased families, 140,000 units per year for returned married veterans, 80,000 units a year for those families now jointly occupying homes and to establish a normal vacancy reserve, and 630,000 units per year to replace substandard dwellings and those destroyed by fire, storm or other disaster.

The pent-up demand for new housing and for repairs represents a substantial opportunity for post-war employment. However, a high level of residential construction cannot be reached overnight.

The amount of multiple-unit residential construction will depend largely on costs, since housing must be built at a price most persons can afford to pay. NHA is surveying the need for increased technical research to help private industry to build better housing at lower cost and to overcome the problem of high land prices which makes slum clearance a difficult financial undertaking.

NHA also is examining the type and scope of activity which will be required of private industry, local and State governments, and the Federal Government so as to make sure of an adequate post-war housing program. Included in this survey will be a review of the pre-war programs for Federal assistance in housing production and finance. This will ascertain what revision of the program it may be necessary to recommend to the Congress. Special attention will be given to the problem of improved farm housing.

There is a need for better fact-finding in housing and in market analysis. It would help in this work if the communities would lead the way in making an inventory of their housing situation, in estimating their further needs, and in planning to meet these needs.

INDUSTRIAL FACILITIES

No single war program is closer to completion than that of industrial facilities (Chart, "Wartime Construction Nearly Finished"). Construction of new plants, including equipment, has declined from a monthly rate of $800,000,000 in the third quarter of 1942 to about $200,000,000. But even in this mature program, sudden demands can change expectations. Because of the urgent requirements of the Army and Navy for ammunition, tires, and certain types of guns, and other equipment, new industrial installations are necessary. These will not change the direction of the construction curve; it still continues down, but it does not go down as fast as it otherwise would.

Since July 1940, more than $20,000,000,000 has been invested in new or expanded industrial plant. About three-fourths of this expansion has been financed by the Government. Government facilities, including about $1,000,000,000 of work still to be done, are distributed as follows:

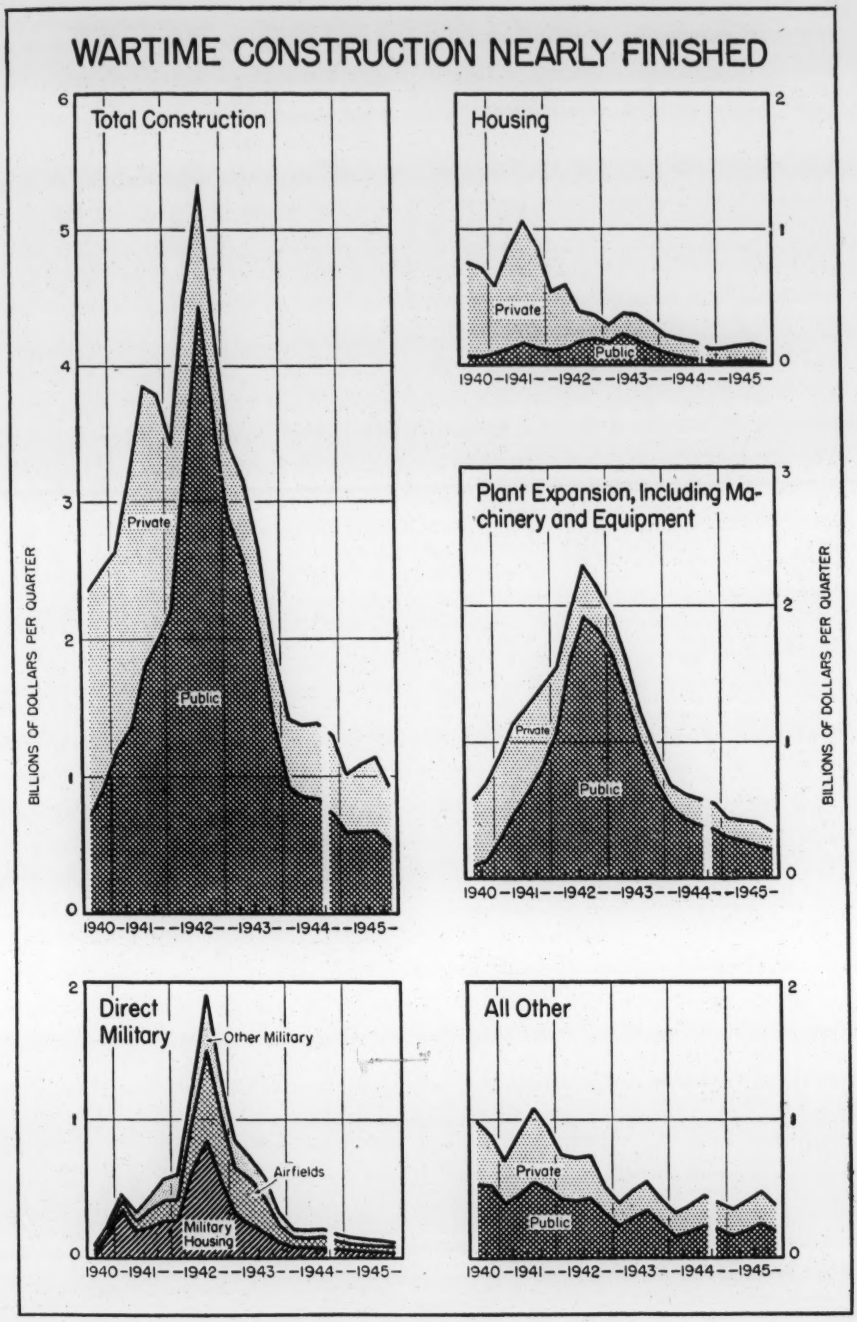
Aircraft	$3, 350, 000, 000
Shipways	2, 195, 000, 000
Ordnance	5, 159, 000, 000
Iron and steel	1, 352, 000, 000
Nonferrous metals	1, 200, 000, 000
Chemicals	768, 000, 000
Synthetic rubber	692, 000, 000
100-octane gasoline	203, 000, 000
Machinery and machine tools	803, 000, 000
Other industrial plants	356, 000, 000
Total	16, 078, 000, 000

Not all of this plant will be disposable.

About $1,400,000,000 is in expanded arsenals and Navy shipyards, directly operated by the Government. Probably most of these facilities will be retained by the War and Navy Departments as part of their systems of permanent preparedness.

There is also about $4,500,000,000 of Government-owned, privately-operated facilities so specialized as to have little peacetime value. This includes smokeless powder plants, shipyards, shell-loading facilities, etc. Some of these plants should be kept as stand-by munitions capacity.

That leaves about $10,000,000,000 of facilities, immediately or potentially usable for civilian production. These include nearly all of the Nation's aircraft and synthetic rubber capacity, most of the aluminum and magnesium, and a good share of steel and machine tools.



PROSPECTIVE DEVELOPMENTS.

For most of these facilities it will be sound public policy to get them as quickly as possible into the hands of private parties who will operate them competitively. This policy is complicated by the large size of most of the Government-owned plants.

Seventy percent of the Government's investment is in units which cost over $10,000,000. Many of these plants are out of reach of what we ordinarily consider "small" business.

Nevertheless, competition will be stimulated and growth of small business encouraged if (a) the facilities in any industry are disposed of to the smaller firms already in the industry or to firms newly entering the industry and (b) the facilities are disposed of in small units to as many independent purchasers as possible. This policy should govern to the extent it proves practicable. Procedures for disposing of the surplus plant, under the Surplus Property Act, are discussed separately.

The huge wartime expansion of facilities has been concentrated in heavy metals and chemicals. Facilities installations in the nonwar industries have been far below the level of ordinary years of good business. Furthermore, wear and tear on plants has been far above normal, while repairs and replacements have been below normal. We may therefore expect a substantial resumption of plant expansion after the war, despite the large accumulated capacity in war industries.

SURPLUS PROPERTY

The first World War ended so abruptly that plans to dispose of surplus war goods had hardly reached the discussion stage. This time, an organization already has been set up.

The Surplus War Property Administration was established by executive order last February on my recommendation. Then Congress, in the Surplus Property Act of 1944, approved on October 3, established a three-man Surplus Property Board to carry on this work. The Act, among other things, directed the Board to give maximum aid in the re-establishment of a peacetime economy of free independent private enterprise, to encourage independent operators in trade, industry, and agriculture, with special attention to war veterans, and to stimulate full employment.

Surplus property is inevitable in war. When peace comes surpluses will include everything from actual munitions which will have little or no civilian value, such as bombers, tanks, guns, and artillery shell, to shoes, socks, food, mosquito netting, plants, industrial equipment, ships, and large and small passenger airplanes. In short, from a $100,000,000 steel plant to a 10-for-a-penny pin.

Some portion of the surplus of civilian-type goods abroad can suitably be used for relief and reconstruction in Allied and liberated countries. Stocks of clothes and food on hand in the United States also can be used for relief and rehabilitation, either through the armed services, through United Nations Relief and Rehabilitation Administration, or by sale to other governments.

Some 1,300 industrial plants and other facilities, costing approximately $16,000,000,000, will become surplus after hostilities cease. Many of these plants are not easily convertible to peacetime production—powder and shell-loading plants, for example. Others may have to be revamped for civilian production. Others, however, may be useful in peacetime operations—steel mills, synthetic rubber, and aluminum plants.

Other industrial properties will be kept on a stand-by basis for national defense; still others may be needed for continued production of supplies for our standing Army and Navy. Also, stock piles of certain critical materials should be maintained as a military reserve.

Obviously, industrial surplus disposal is a problem to be worked out—finding how to utilize war-built resources to the best advantage in the national economy in peacetime.

DISPOSAL AGENCIES.

Actual disposal of surplus has been assigned to existing agencies, as follows:

Procurement Division of Treasury Department—consumers goods, such as furniture, clothing, motor vehicles, etc.;

Reconstruction Finance Corporation—aircraft, industrial plants, industrial real estate, industrial equipment and supplies;

United States Maritime Commission—merchant ships, marine equipment, and other marine property;

War Food Administration—food;

National Housing Agency—housing property and projects;

Federal Works Agency—community facilities and certain nonindustrial real estate;

Army, Navy—their own surpluses located outside continental United States.

From June 1, 1944, to October 31, 1944, a total of $750,000,000 worth of goods had been declared surplus. Of surplus stocks then on hand, 58 percent was aircraft—obsolete and war-weary planes and equipment; 12 percent was plants and industrial real estate; 4 percent metal-working machinery; 3 percent ships and maritime machinery; 3 percent steel; 2 percent construction materials; and 18 percent miscellaneous.

About $84,000,000 worth of goods was sold in the period June–October. This included 35,383 trucks, many of which went to dealers for resale to farmers and truckers; $21,000,000 worth of metal-working machinery; $6,000,000 worth of aircraft suitable for civilian use; $5,000,000 worth of construction materials; $1,300,000 worth of construction equipment; and $1,300,000 worth of steel.

So far, the volume of surplus goods has been very small in relation to the huge demand for goods of all kinds. Clearly, the needs of war production and of the post-war economy can be served best by the immediate disposal of all available surpluses. It has been possible to sell these small surpluses through the normal commercial channels without effect on the level of employment or the structure of American industry.

Most sales to date have been made by the 11 regional offices of Treasury Procurement and the 23 regional offices of the RFC. Goods ordinarily are sold to manufacturers or distributors and not direct to the consuming public, because direct sales have been found almost prohibitive in cost. Catalogues are being prepared, which will inform prospective buyers what is available and how it may be obtained. The RFC is planning to establish huge regional warehouses, in which surplus goods will be displayed.

The sales of consumer goods, June through November 1944, totaled $53,517,000, or 84 percent of the appraised value of the goods sold.

Sales are at ceiling price, at highest bid or, where speed is essential, at negotiated prices. Surplus materials and equipment are, of course, subject to the same rationing and allocations controls as similar goods which are not surplus.

PROSPECTIVE DEVELOPMENTS.

The Congress has set up special restrictions on the sale of dwellings. By law, the 400,000 temporary housing units built under the Lanham Act cannot be sold for residential use at low cost to improve housing conditions. Some of these dwellings, when dismantled, may be sold for use overseas, or employed in relief and rehabilitation work. However, Congress may desire to consider the advisability of changing the law so as to allow such dwellings to be used to replace substandard dwellings in cities or in depressed farming areas.

About 63,000 permanent family units built with low-rent housing funds will become low-rent public housing after the war, under the jurisdiction of local housing authorities. The rest of the permanent units (about 129,000) and the demountable units (about 78,000) will be sold. Wherever possible preference will be given to current occupants, and next to prospective occupants, especially to veterans who will receive first consideration. Some 10,000 units built by the Defense Homes Corporation already have been offered for sale.

The Federal Works Agency is responsible for disposing of schools, hospitals, sewers, health centers, fire stations, power plants, garbage disposal plants and other community facilities built as Federal projects under the Lanham Act, which are declared surplus and which must be disposed of within 6 months after the emergency ends. The agency is already transferring titles of many of these Federal projects to local public bodies.

To facilitate the disposal of surplus war plants so as to permit their prompt utilization for other purposes, I appointed a special War Plant Utilization Committee to coordinate the work of the several government agencies having representatives in the field. Its chairman has reported to me that the Committee has enlisted from a community level the active cooperation of the United States Chamber of Commerce as well as state and local chambers, the Committee on Economic Development and its 1,700 local committees, the Association of American Railroads and its industrial agents, and the banks located throughout the nation. The chairman believes that the chief deterrents to quick sales lie in the provisions of the act requiring information to be submitted to Congress in eight classifications for facilities costing $5,000,000 or over, and submission to the Attorney General 90 days in advance of the consummation of the sale of any plant costing over $1,000,000. Congress should give further consideration to these statutory provisions. Certain option rights held by lessees also threaten to delay sales. However, about 250 lessees have indicated an interest in purchase or lease, and the RFC is now carrying on

negotiations for the sale or lease of some thirty plants. Prompt action is necessary.

Recently, I have authorized the agencies owning surplus property abroad to proceed with its sale under policies to be established by the Surplus War Property Board. This will enable the Army and Navy to be prepared to sell facilities and installations no longer required in certain areas where military operations have closed, as in North Africa.

The Surplus Property Act of 1944, as drawn, presents several administrative difficulties. The limitations governing the sale of real property may retard such sales. However, experience under the legislation is a prerequisite to any specific recommendations for modifications.

CONTRACT TERMINATION

In the development of a war production program beset by changing requirements, contract terminations and the settlement of resulting claims have become relatively commonplace.

Already, during the war, 120,860 contracts have been terminated, cancelling commitments of some $25,000,000,000. A high percentage of these cancellations, 109,000 of them, have been written off the books entirely as settled. Through the fall of 1944, it has been necessary to cancel every month some 4,000 contracts, totalling $1,500,000,000.

In contrast to this experience, the last war saw only a few contracts canceled until after the Armistice had been signed. Then, almost overnight, some $4,000,000,000 of commitments were terminated. As a consequence, procedures for settlement had not been worked out and considerable difficulty resulted.

Due to the knowledge gained in the last war and to the backlog of experience now being built up, the country should be able to handle the problem of mass cancellations at the end of this war with less financial and economic unsettlement.

Today the undelivered value of outstanding contracts is about $65,000,000,000. The full impact—and hence a detailed estimate—of the termination and settlement problem will not be realized until after final victory.

Up to now, most terminations of contracts have been followed by new orders. Firms whose contracts for making tanks have been canceled have been given orders for locomotives; contracts for building destroyer escort vessels have been switched to landing craft, and so forth. As a result of this, and because inventory and equipment intended for the contracts which had been terminated were often usable to fill new war contracts, many terminations have resulted in no claims at all, or in extremely small claims. The 109,000 terminated contracts which have been settled have an aggre-

gate face value of more than $10,000,000,000 but claim payments against these contracts amounted to less than $400,000,000. In 9 out of 10 contracts, no claims were filed.

After final victory, however, the situation may be expected to change. Terminations will be without benefit of new war orders and no-claim settlements will decrease. The settlement problem will become more difficult at the same time that the need for speedy settlements will increase. Prompt settlement of war contracts is essential to orderly reconversion and to full employment in peace. Without it many businesses, especially small companies, would be financially paralyzed because working capital was frozen in inventories.

ADVANCE PREPARATION NECESSARY.

Solution of this problem is two-sided. The Government must move promptly to clear the plants and books and industry's action must be prompt. Prime, sub and sub-subcontractors should familiarize themselves with the Contract Settlement Act and with the regulations of the Office of Contract Settlement, as well as with the procedures of the contracting agencies with which they deal, so as to facilitate the quickest possible reconversion to peacetime production.

The Army and Navy have set up schools to train their own contract termination personnel as well as those of other contracting agencies. Special courses for contractors and their employees have been established at a number of colleges with the cooperation of contracting agencies. The Smaller War Plants Corporation is conducting an intensive educational program among small businesses. It is good business for every war contractor to plan in advance and to prepare for prompt submission of settlement claims.

The Office of Contract Settlement, under its mandate from Congress, has issued regulations requiring procurement agencies to clear unwanted war materials and machines from contractors' plants within 60 days. Other regulations provide that, within 30 days after presentation of proper claims, a contractor becomes eligible for advance payment or loans of up to 100 percent of the value of finished war materials, and up to 90 percent on other materials. But space cannot be cleared unless inventories are properly prepared by industry, and money cannot be advanced or loaned on claims without detailed accounting statements.

The Office of Contract Settlement has made progress toward simplifying the routine necessary for termination settlements. Uniform termination procedures and forms for the presentation of settlement proposals have been adopted.

Present procedure ordinarily calls for prime contractors to settle directly with their subcontractors. However, the act permits direct settlement by the Government with subcontractors in case of undue delay. Surveys now are being made to determine the practicability of routine direct settlement with subcontractors.

SETTLEMENT TIME REDUCED.

After the first World War, the average time lag between termination and final settlement was 8 months, but many claims dragged on for years and one was not settled until 1942.

The average time lag between termination and final settlement is now about 4 months. Small and uncomplicated contracts are settled more swiftly. Large contracts, involving many subcontracting ramifications, require longer. But we have progressed far from the difficult pioneer stage, in which occurred such cases as the one in which 16 months were consumed in settling claims growing out of termination of the International Harvester tank contract at Bettendorf, Iowa.

The most serious delays in the current program have been encountered in settling the cost-plus-a-fixed-fee contracts. The cost-plus contractors and their subcontractors submit vouchers and are paid as their work progresses. These vouchers are subsequently audited by the General Accounting Office, which, in some cases, disallows payments already made. Therefore, prime contractors have hesitated to pay off their subcontractors until final settlement. This holds up payments all the way down the line to sub-subs.

About 650 cost-plus-a-fixed-fee contracts have been terminated with a face value of $6,635,207,000. Final settlements have been reached on contracts totalling about 20 percent of this, with a face value of $1,300,000,000. In contrast, fixed price contracts which have been terminated have face values of $17,663,676,000 and more than 50 percent, with a face value of $9,411,768,000, have been settled finally.

Many problems remain to be solved, but a good start has been made on setting up basic rules for fast, fair, and final contract settlement. The next task is to perfect and use these tools of settlement, both in the contracting agencies and in the offices and plants of the contractors.

TAX RELIEF

Wartime taxation should end with the war. However, there can be no general revison of taxation until the war is over on all fronts.

Post-war levels of Government expenditures will be several times higher than in pre-war years. Interest on the debt alone will exceed total internal revenue receipts of 1937. The requirements of the Army and Navy will be much higher than pre-war levels. The "G. I. bill" and veterans' hospitalization will add to expenditures. These are only a few of the items that make it apparent we will need revenues greatly in excess of pre-war levels.

REMOVAL OF IMPEDIMENTS.

But there can be no intelligent planning to "meet the problems arising out of the transition from war to peace" as directed in the act creating this office without giving consideration to the removal of tax impediments to reconversion and business expansion. There are certain tax revisions which would not greatly reduce revenues, but would materially aid business recovery and expansion if adopted immediately following the close of the European war. Among them are:

Accelerated depreciation.
Immediate availability of post-war refund bonds.
Increasing the specific exemption for excess-profits tax purposes from $10,000 to $25,000.

1. Depreciation: The acceleration of depreciation allowances will enable taxpayers to take the earliest possible advantage of technological improvements, secure more quickly new equipment, and provide more readily for business expansion and employment. The depreciation policy of the present law, which provides for a depreciation allowance computed according to the physical life of the property acquired, has a tendency to discourage the acquisition of new equipment and the formation of new enterprises.

For example, if a businessman desires to start a new business and to purchase new equipment, under the present tax law he may have considerable difficulty in raising the funds to acquire plant or equipment because of the length of time required to recover the cost of the new plant or equipment through depreciation allowances.

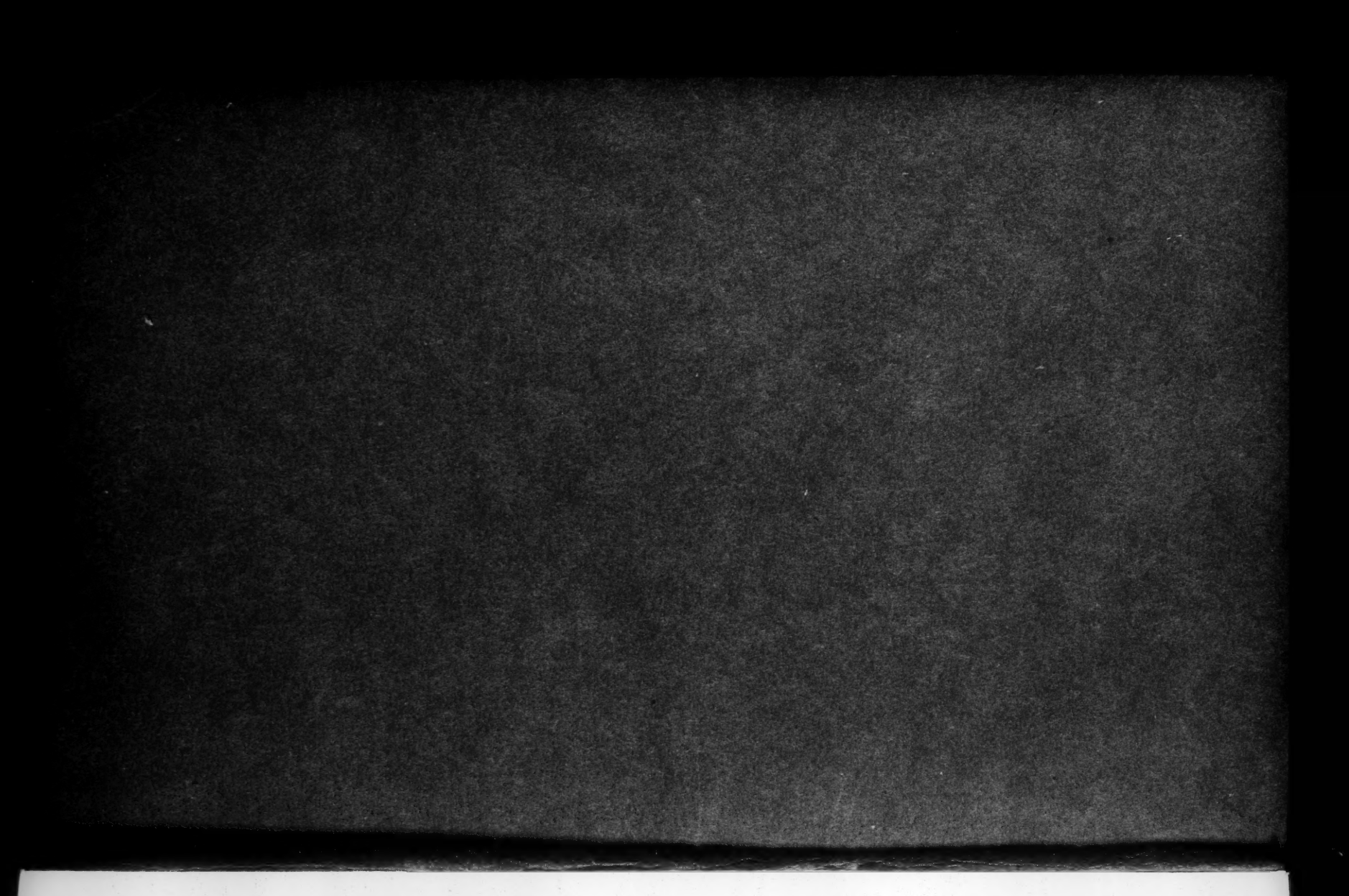
It is clear that unless a taxpayer can recover his capital within a reasonable time, he will not embark upon new enterprises, or acquire new facilities, which are essential to the production of income and the stimulation of employment.

I suggest, therefore, that the Congress give serious consideration to the enactment of a provision to permit a larger deduction for depreciation in the earlier years of the life of the asset. In most cases, these are the years of the highest income. It may be advisable to limit this special allowance to the income computed for normal and surtax purposes and not for excess-profits tax purposes. Such a provision would make it easier for the smaller business enterprises to borrow money for expansion of facilities.

2. Many corporations, particularly the smaller type, will be handicapped through lack of capital to carry out their reconversion plans. Their financial condition may be eased somewhat by making immediately available after the end of the war in Europe a part of their post-war refund of excess-profits tax and by reducing correspondingly the compulsory savings provision in the excess-profits tax. A limitation could be placed on the amount to be made available.

3. While an excess-profits tax is justified in time of war, it is recognized that such a tax discourages small and new enterprises. I do not believe that Congress would be justified in removing this tax during the continuation of the war with Japan. However, its impact on the smaller corporations and new enterprises may be mitigated to some extent by an increase in the excess-profits tax specific exemption from the present $10,000 to $25,000. Such an increase will enable many small and new concerns to become established during the transition period.

U. S. GOVERNMENT PRINTING OFFICE: 1945



Robinson

WAR PRODUCTION AND VE-DAY

SECOND REPORT

TO THE PRESIDENT, THE SENATE
AND THE HOUSE OF REPRESENTATIVES

BY THE
DIRECTOR OF

WAR MOBILIZATION AND RECONVERSION

APRIL 1, 1945

"WEAPON AT WORK"

LETTER OF TRANSMITTAL

OFFICE OF WAR MOBILIZATION AND RECONVERSION,
Washington, D. C., March 31, 1945.

The PRESIDENT.
The Honorable PRESIDENT OF THE SENATE.
The Honorable SPEAKER OF THE HOUSE OF REPRESENTATIVES.

SIRS: As Director of War Mobilization and Reconversion I hereby submit my second quarterly report in accordance with the War Mobilization and Reconversion Act setting up my office.

Respectfully submitted.

James F. Byrnes

Director.

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PART I—UP TO VE-DAY

My first report to the President and the Congress on the problems of mobilization and reconversion was submitted on January 1, 1945. At that time, we were recovering rapidly from a powerful German counterattack. We had only started the offensive action which is now progressing so rapidly. The Russian Armies were regrouping for their drive which has swept across Poland and deep into Germany. Operations in the Philippines were gaining headway, and our Navy had struck heavy blows against the Japanese fleet as a part of the invasion operations.

As this report is being written, United States and British troops are east of the Rhine, and Russian troops are west of the Oder. The territory under Nazi domination, which, in November 1942, extended from the English Channel to the Volga, and from the Arctic Ocean across the Mediterranean into North Africa, has been steadily reduced. Hitler started the war with 250,000 square miles of territory. He increased it to more than 2,000,000 square miles. Allied armies have now reduced it to less than 450,000 square miles. These are the statistics of Nazi retreat.

Optimism runs high in the Allied Nations. The days of Nazism are numbered, and the end of war in Europe is in sight. The plans of Government must be ready for the day of victory in Europe. In making these plans, we must face the somber reality of the war in the Pacific against a fanatic foe who is strongly entrenched on his island bases and on the mainland of Asia.

The War Production Board, the War Manpower Commission, the Army, the Navy, and other war agencies have been asked to have up-to-date, step-by-step, programs ready for the orderly conversion from all-out war production to the lower but equally important volume of production for the war against Japan. These plans are to prepare for the absorption of released soldiers and war workers into the civilian economy, and for the development of a sturdy economy, which, while supporting the war effort against Japan, will be ready to offer a high volume of employment when Japan falls.

These plans, for VE-Day, which will be discussed later in the Report, are ready and, in fact, in many instances are being incorporated into administrative actions.

Though the end of the war in Europe is in sight, no one can predict even now the exact date. Therefore, war production must still come first. An ever-larger number of United States troops closing in on the enemy demand and use more supplies in battles. As more of our troops enter into battle, casualties mount. Today, these casualties are at highest levels.

Thus, I submit my Second Report as Director of the Office of War Mobilization and Reconversion to the President and the Congress, with high hope for early victory in Europe mixed with profound sorrow at the sacrifices which must be made to accomplish this victory and to defeat Japan. There is no final victory until Japan has been defeated.

Production Task

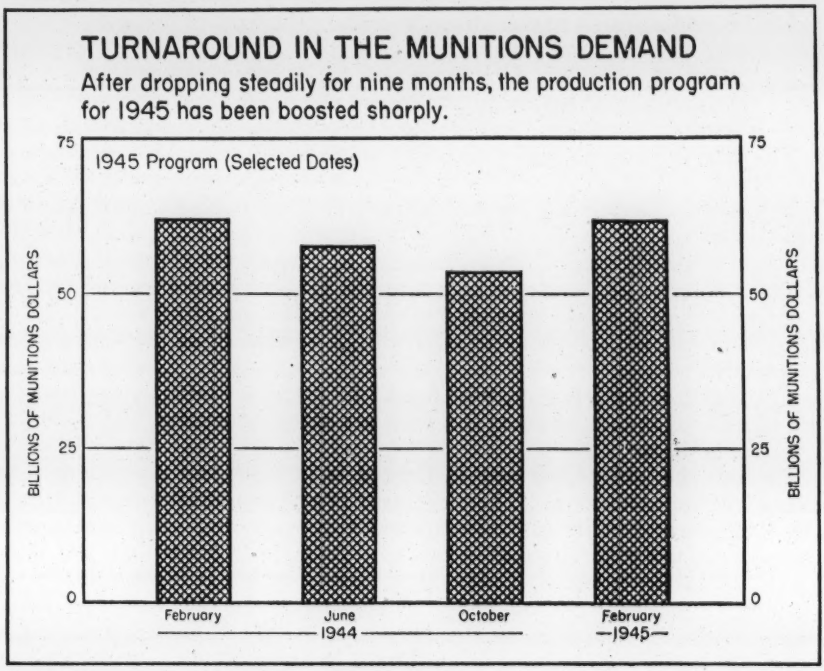
Our immediate task is to continue to provide our troops with the equipment which will assure victory with minimum loss of life. We must continue to produce guns, planes, ammunition, ships, and other weapons needed for a two-front war as long as it continues. We must still trade steel, copper, ammunition, technical knowledge, and man-hours in the factories for human lives on the battlefields.

I realize that it is difficult for the worker, for the manufacturer, for the public servant, and for the farmer to give his utmost effort when he sees the end of the war approaching. However, no war is won until the last shot is fired.

If we are to meet the needs of General Eisenhower, General MacArthur, General Clark, and Admiral Nimitz for currently planned operations, our production for war must be sustained.

The supplies for our all-out drive in Europe, the rearming of a French Army to participate in that drive, the acceleration of the war in the Pacific and the opening of the Burma road into China, all have demanded, and still demand, heavier shipments of munitions (chart "Turnaround in The Munitions Demand").

The development of new weapons also creates additional requirements. New types of radar, jet-propelled planes, improved tanks which increase the fighting power of our troops in battle must be produced in mass and rushed to the battlefield.



PROGRESS IN CRITICAL PROGRAMS

In my January Report, I stated that our soldiers at the front were not short of ammunition and supplies, but if they were to use freely what they had in order to save human lives, they must know that more in abundance

was on the way. I reported that a number of war programs must be regarded as critical. Since that day, the War Production Board has been reporting regularly to the country on the status of these critical programs. Workers and manufacturers have been doing a splendid job. Although February is a short month, its output in critical items was up 9 percent over January, and January in turn was up 11 percent over December.

The War Production Board, the War Manpower Commission, the Army, the Navy, and other war agencies have held many meetings, and have appointed task committees to work on each critical program. These agencies have cooperated and coordinated their activities to find out what was holding up production and why, and to eliminate the bottlenecks.

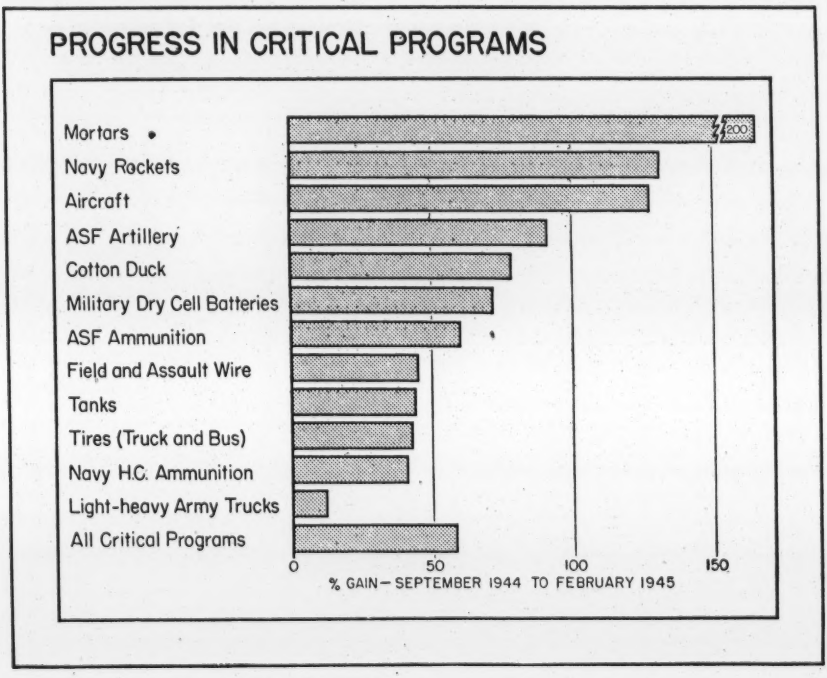
In certain instances, the removal of bottlenecks required the making of decisions involving several agencies. In these instances, such as the construction of high-octane gasoline plants and the emergency increase of carbon black production to maintain the tire industry, I appointed interagency committees and gave these committees full power to act to remove all obstacles.

This work has produced results and has permitted the channeling of materials, components, manpower, and management into urgent programs. However, sometimes, in pushing these urgent programs having high priority, we have had to "rob" the less urgent programs.

We are turning out increased quantities of radar, heavy tires, rockets, artillery ammunition, batteries, field and assault wire, A–26 Invaders and B–29 Superfortresses.

We are moving these increased quantities rapidly into the battle areas. We have been able to remove some programs from the critical list.

The chart "Progress in Critical Programs" records the accomplishments of the production agencies and shows the gains in important items since last September, which range from 12 percent for light and heavy trucks up to 200 percent for mortars.



SCHEDULES HARD TO MEET

However, even with these substantial gains, the production of many critical items has lagged behind schedules. Perhaps these schedules have been set too high. If so, it is because the items are urgently needed on the battle fronts. In taking pride in the gains made in January and February, we must remember that the critical production achieved was still six percent below schedule in February and 4 percent below schedule in January.

Moreover, while production in critical programs has increased, munitions production, as a whole, has been going down. February munitions production was the lowest in 19 months.

Partly this difficulty develops from the divergent trends which have characterized the munitions program since mid-1943. Many items, such as the B–29 Superfortress and the General Pershing tank, have come into production to supplant requirements for B–24 Liberators and General Sherman tanks. The supplanted items were in volume production and schedules could be met with relative ease. Mass production of the new items required retooling, retraining, and many changes in design before assembly lines could operate smoothly. We exchanged quantity for quality; we lost volume.

State of the Economy

Our economy is stretched to its limit. The production of steel, basic war material, has held on a plateau for more than a year at about 7,250,000 tons per month.

Our total labor force has decreased notwithstanding a gain of 4,400,000 women workers in the last three years. New entrants into the labor market are fewer than a year ago and the draft has cut down our civilian labor force with this net result:

Date	*Civilian Labor Force*
February, 1942	53,200,000
February, 1943	52,500,000
February, 1944	51,200,000
February, 1945	51,400,000
Three-year drop	1,800,000 or 3 percent

The drop in male workers even more clearly evidences the impact of Selective Service:

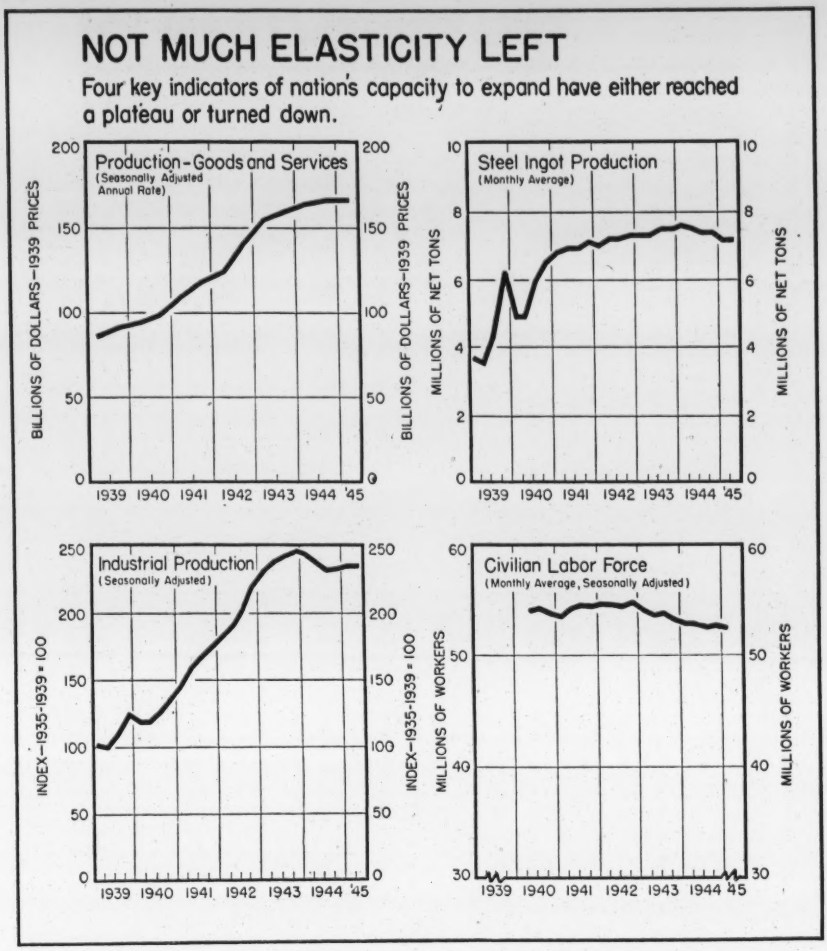
Date	*Male Labor Force*
February, 1942	39,900,000
February, 1943	36,400,000
February, 1944	34,500,000
February, 1945	33,700,000
Three-year drop	6,200,000 or 16 percent

The gross production of goods and services, which includes munitions production, has leveled off (chart, "Not much Elasticity Left").

Manpower has become the major limiting factor. There is no pool of unemployed to draw upon. We have committed our reserves.

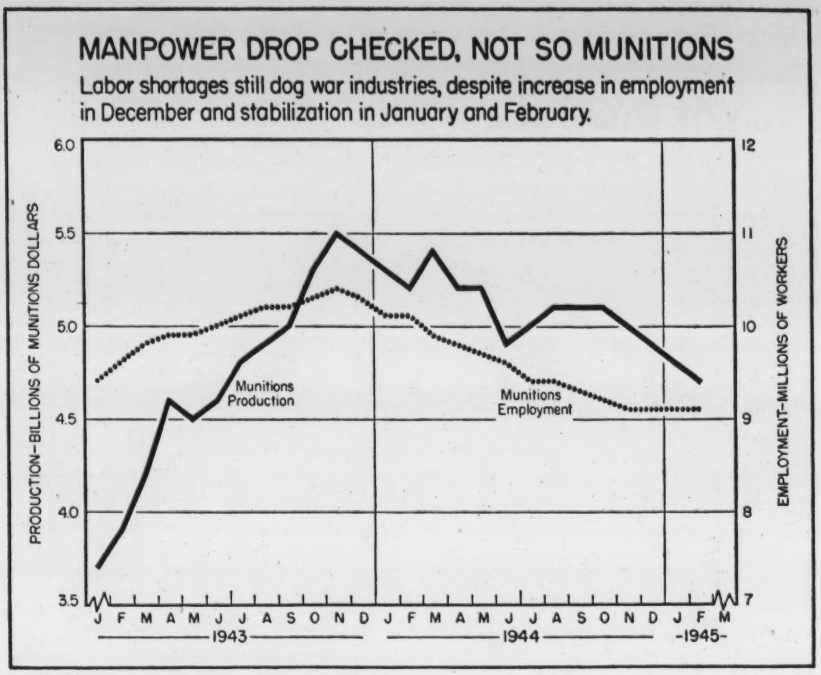
Admittedly many programs are held up because of lack of facilities, design changes, or temporary shortages of materials and components. Frequently, increases in requirements come too quickly to permit the

mobilization of resources in time to meet specific schedules. However, Selective Service withdrawals continue to reduce our labor supply.



Labor shortages now affect not only plants making finished munitions but also those providing equipment, components, and materials. Six months ago the production urgency list for manpower referrals included plants making 23 products. These plants were primarily manufacturers of finished items. Today the list includes 39 products and the additions are largely basic materials, such as brass strip, steel, lead, and zinc.

There is no longer a free flow of labor into the munitions industries despite occasional local manpower surpluses. Most persons in the labor force now have jobs. Economic inducements are not always sufficient to detach persons from non-war jobs. These inducements can be increased only at the expense of our efforts against inflation. If essential output is to be raised, steps must be taken to direct, by dislodgement if necessary, qualified workers into essential industries (chart "Manpower Drop Checked, Not So Munitions").



CONSERVATION MEASURES

To save manpower, coal, transportation, and other services, I found it necessary to request certain restrictive measures. Race tracks were closed. The holding of group meetings, not essential to the war effort and involving the travel of more than 50 persons, was prohibited. The travel of Government personnel was restricted. Government agencies were directed to reduce building temperatures. An appeal was addressed to home owners to conserve fuel in the home.

The War Production Board was asked to reduce electricity used in advertising at night. The Office of Defense Transportation was asked to curtail excursion trains. Places of entertainment were asked to close at midnight throughout the United States.

I regretted the necessity for these measures, because I realized they were irritants to a war-weary public. Such irritants cannot be avoided in mobilizing for war. Realizing the inconvenience they would cause to the public, I delayed these measures until I believed that they were necessary to bolster lagging war production. We cannot expect our people to conserve in their homes unless their Government prevents the use for nonessential purposes of the materials they are asked to conserve.

Compliance with these measures by the people has been most heartening. Fuel has been saved; transportation improved; available manpower has increased and absenteeism lessened.

These measures are emergency measures. The demands upon transportation after VE-Day may require the measure restricting travel to be continued. It may be modified. The other conservation measures should be withdrawn on VE-Day.

MANPOWER REQUIREMENTS

The immediate problem in manpower is to find the labor force needed to meet the requirements of the armed forces and essential civilian economy in the remaining period of a two-front war.

We can draw on new entrants in industry, veterans released from the Army, and workers released from declining war programs. However, we will still have a deficiency of 250,000 to 300,000 workers in war programs. Essential services are finding it difficult to maintain standards without additional manpower.

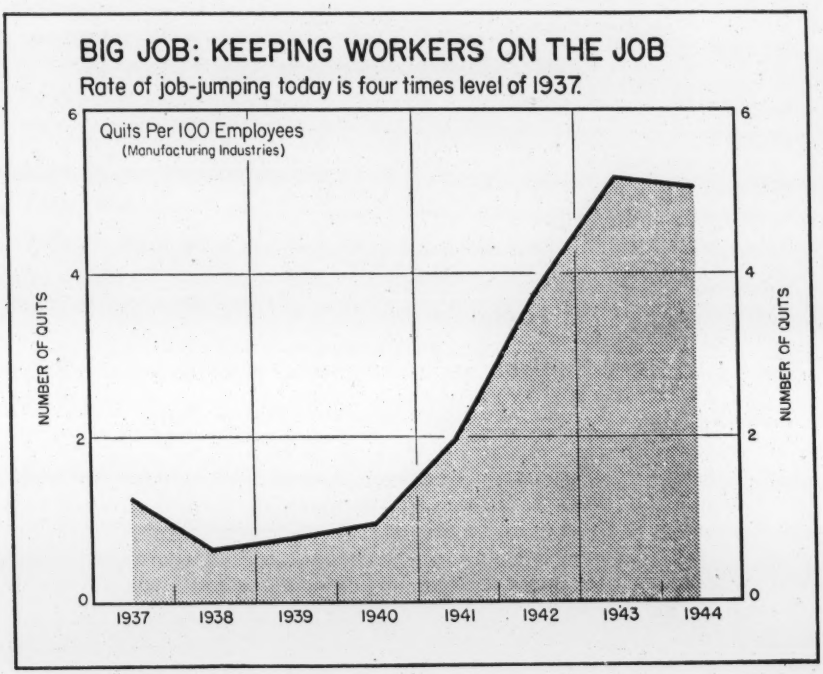
If we are to meet schedules, we must draw on workers in less essential activities. There is no other way out. We must still concentrate on getting the right workers into the right jobs and places at the right time.

During January and February definite progress was made in placing workers where needed. In these months, the United States Employment Service directed 2,000,000 persons (an all-time peak) to war and war-supporting jobs. Approximately 450,000 workers were placed in "must" plants. At the same time, separations cost us 300,000 "must" workers. About 160,000 are still needed in the "must" programs alone.

JOB TURN-OVER

High turn-over rates, including high quit rates, continue to dog our manpower efforts as indicated in the chart, "Big Job: Keeping Workers on the Job."

Turn-over is the normal way in which men and women shift from one job to another. In the early days of the war, workers were encouraged to change from non-war to war jobs. Today, high turn-over causes a loss in service of many good workers and supervisors who must be assigned to train new workers.



The manpower problem is continually changing. About 400 plants are added and 400 removed from the "must" list each month. As manpower shortages are overcome in foundries, tire plants, and textile plants, new shortages develop in steel, brass strip, and other industries.

I have taken the positive measures available to the Government to alleviate manpower shortages. The Director of Selective Service has tightened his regulations. He has asked local draft boards to place in I-A any registrant leaving a deferred job without his board's consent. This resulted in the reclassification of 40,000 job-jumpers in the first quarter of this year.

With the approval of the President, I requested the Director of Selective Service to review agricultural deferments while giving full consideration to the Tydings Amendment. I believed this review to be desirable in view of the need of the armed services for young men and also to assure rigid screening to determine the essentiality of workers deferred for agricultural production.

I requested the Chairman of the War Manpower Commission to direct the 1,500 local U. S. Employment Service offices to be stricter about issuing statements of availability. It was expected that this would make it harder for workers to shift from one job to another.

The U. S. Employment Service also was directed to exert greater effort to divert workers to high priority jobs. The War Manpower Commission was instructed to intensify its employment ceiling program.

EMPLOYMENT CEILINGS

However, the employment ceiling program has not been effective to date. The Government has been able to enforce such ceilings only through the use of indirect sanctions. This involves a slow and cumbersome procedure.

On January 20, I directed the War Production Board to relieve Groups I and II, tight labor areas, by terminating war contracts in those areas to the fullest extent feasible, as such contracts come up for renewal. I also asked the War Production Board to work out with the procurement agencies, and with the War Manpower Commission, field procedures which would require local approval by the area Production Urgency Committees before additional work could be placed in Group I labor areas.

I appointed an inter-agency committee under the Chairmanship of Mr. McNutt with power to develop policies and procedure so as to protect essential industries and services as much as was consistent with the need of the armed services for additional men in the 26 to 29 age group (chart "Tight Labor Becomes Tighter").

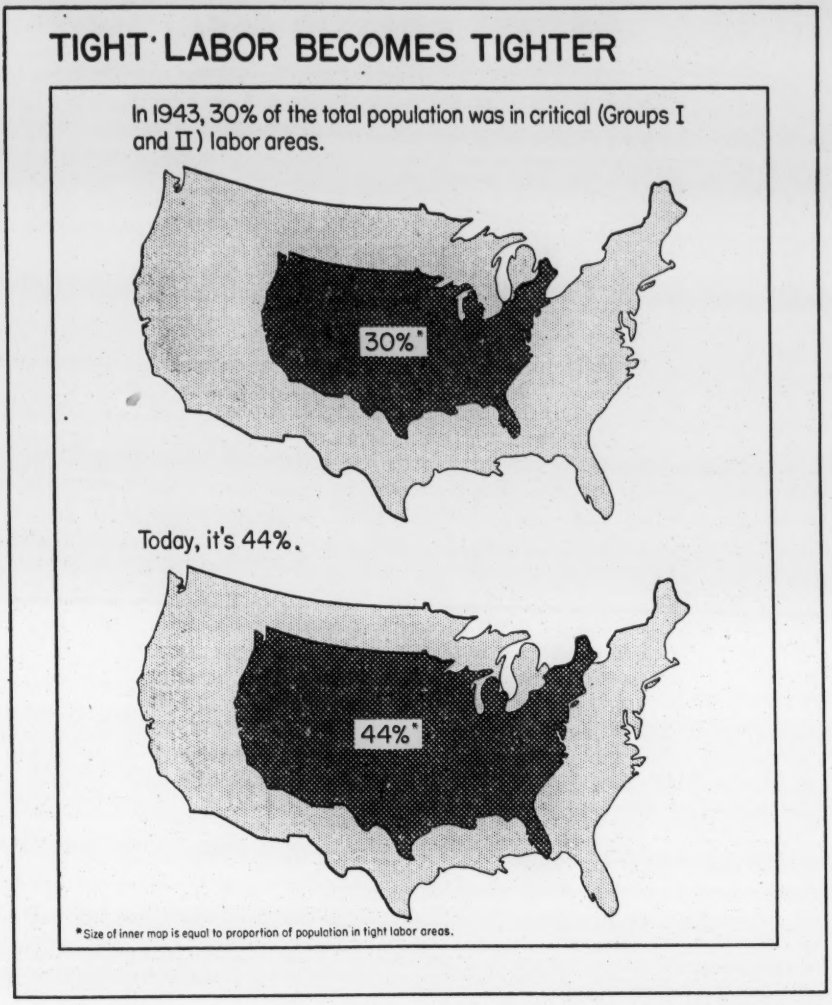
SHORTCOMINGS OF SYSTEM

All of the measures available to the Government were used to coordinate and integrate the work of the several agencies concerned with manpower. Nevertheless, I cannot say that we have had a comprehensive system that works efficiently.

The methods which we have had at our disposal do not permit the withdrawal of sufficient workers from less essential occupations. In large part they apply only to those who have quit or been released from jobs.

They do not place workers in essential jobs in which the work is hard in comparison with the pay received. They do not permit the transfer of workers from loose labor areas to tight areas.

They do not stop workers from quitting the labor market entirely. They do not bring people into the labor market. It is difficult, without direct penalties, to stop some employers from hiring workers without approval or from exceeding established ceilings.



When Germany is defeated, jobs in peacetime industries will open up. This may make it even harder than now in certain areas to hold workers on war jobs. Moreover, we would not be able to protect the more essential civilian production under voluntary methods of manpower placement. We are unable to transfer workers from luxury-type production to much needed essential civilian goods.

For the above reasons, the importance of manpower legislation continues. Legislation will not solve all of our problems. Legislation will not make unpleasant jobs pleasant. We still must depend on general acceptance by the people of the real necessity of work in war plants.

However, the administrative agencies responsible for war production have not had the requisite authority in the manpower fields to obtain a wide distribution of the available supply. The enactment of the legislation recommended by the Senate and House conferees will provide this authority. The responsibility to use it well will rest on the responsible administrative agencies.

I believe that this legislation will expedite full-scale reconversion. It assures the undertaking of reconversion measures without interfering with the war production required to continue the war against Japan. We have this assurance only with positive manpower controls.

REORGANIZATION OF WAR AGENCIES

The War Mobilization and Reconversion Act requires me to submit to the President and the Congress a program for reorganizing and consolidating the various executive agencies in the field of manpower. The study which I have undertaken indicates that the present organization of manpower agencies could be improved in many respects. Important functions are too widely dispersed and there is considerable overlapping of responsibility.

However, I am convinced that it would be unwise to recommend any major revision during the climactic stages of the war against Germany. These changes would be disturbing to the operating agencies and would divert the energies of responsible executives from the critical job at hand. When the war in Europe ends, there can be filed a detailed report and specific recommendations on the organization of the agencies in the field of manpower.

The War Mobilization and Reconversion Act also requires me to study and develop a program for the simplification, consolidation, and elimination of war agencies. I have asked the Director of the Budget to assist me in this study. It, too, is a complex problem which cannot be undertaken before Germany is defeated, without diverting from the war effort the attention of executives in many organizations.

However, I recommend to the Congress that it authorize the President to consolidate and curtail agencies after the defeat of Germany.

Under the War Powers Act the President has this authority to transfer agencies for the duration of the war. This is not adequate. Many agencies will expire by provisions of law. Some will not. The business of the government is still scattered. It should be concentrated in the regularly established, permanent departments under the supervision of Cabinet Members. The legislation should provide that these consolidations and transfers should be reported to the Congress and, unless disapproved in thirty days thereafter, should become permanent.

PART II—VE-DAY PRODUCTION CONTROLS

I think most of us visualize the day of victory in Europe as something like Armistice Day in 1918 when Germany accepted Marshal Foch's armistice terms, and all German troops laid down their arms simultaneously.

It is possible that this time there will be no formal day of victory in Europe. The German army may surrender in small units and other small units may continue to hold out for weeks.

However, such a continuance of war in Europe would not find us unprepared. Army procurement is under inventory control. A reduction in the scale of operations in Europe would immediately be reflected in inventory gains and production schedules would be reduced accordingly.

The armed services have also prepared supply programs based on a collapse and complete surrender in Germany.

For four years we have been engaged feverishly in war production. Each year we have increased the proportion of military procurement. In 1944, forty-five percent of our total productive output was for war. This volume of war production has necessarily been obtained at the expense of civilian production and services. Essential civilian programs have been reduced to a level which now demands an even more delicate balancing of military needs against those requirements necessary to prevent such an impairment of our civilian economy.

Reductions in Military Requirements

Since the creation of the Office of War Mobilization, with the cooperation of the Secretary of War and the Secretary of the Navy and the War Shipping Administrator, I have directed critical reviews of our military programs. These reviews accomplished substantial savings in manpower, in materials, in dollars.

On February 3, 1944, the Secretary of War announced that these reviews had reduced military procurement programs by $12,800,000,000. The Secretary of the Navy and the War Shipping Administrator reported comparable reductions in procurement. These reviews have been continued. The reductions they have accomplished have made manpower and materials available for more urgent war programs; after VE-Day they will facilitate partial reconversion.

Ordinarily cut-backs resulting from these reviews cannot be publicly announced. Their publication might provide the enemy with valuable information. It will provide the Japanese war lords with no useful information, however, to outline a recent example of these reviews.

SAVINGS ON NAVAL SHIPS

In January 1945 there was announced a new naval construction program involving an expenditure of more than one and a third billion dollars. Letters of intent to contract were issued. The Department thought the

program wise insurance and estimated an expenditure of $50,000,000 in six months. But it required the allotment of material and manpower now. Upon inquiring of the Commander of the Fleet in the absence of the Secretary of the Navy, I learned that of the 84 ships involved in the program, in his opinion only 12 would be absolutely essential to the prosecution of the war against Japan. Many of the ships would be completed the last quarter of 1947 and would be commissioned in 1948. They certainly could not be used as part of the combined American-British fleet in the decisive naval engagements just ahead of us. In large part, the program provides insurance. It would also represent a post-war fleet to replace losses which may result during the remainder of the war with Japan. I concluded that in any event they should not be constructed now to provide insurance when the material and manpower were needed immediately for vital programs essential to win the war.

With the approval of the President, I directed the Chairman of the War Production Board to allocate no critical materials toward the construction of any of the ships involved in this program other than for the 12 stated by the Commander of the Fleet to be essential for the prosecution of the war, and ordered that no contracts be let for the construction of such ships.

FACILITIES UNDER REVIEW

The construction of military facilities is now under review. The program of military facilities already authorized to meet the needs for a two-front war amounts to about one-half billion dollars. Some of these facilities cannot be brought into production until late 1945 or early 1946. Many will be unnecessary when Germany is defeated. Therefore, I asked the Joint Chiefs of Staff to review the war situation and to fix a date upon which facilities not then in production could not reasonably be expected to contribute to the war with Germany.

Meanwhile, I have conferred with General Somervell, of the Army Service Forces, on the subject. Should it hereafter be determined feasible to cancel facilities, which cannot be in production this Fall, it will be possible for the War Production Board to schedule some of the machine tools required to smooth reconversion of the automobile and other essential civilian industries.

I have already disapproved the construction of certain additional high octane gasoline plants which would not come into production until well in 1946. As the result of the reduction in the high octane program, I have requested the cancellation of orders for 40 tankers.

MERCHANT SHIPS

After consultation with the Joint Chiefs of Staff and with the concurrence of the Chairman of the Maritime Commission, I obtained the approval of the President to the discontinuance of a proposed program for the construction of 142 Liberty ships, except for twenty-four designed for a special purpose. In view of the large number of Liberty ships on hand, these additional ships would have no post-war value.

As a result of these actions, the programs of the Navy and the Maritime Commission which are now on curtailed production schedules will undergo little further change after VE-Day.

The ship construction program of the Navy decreases from a quarterly rate of $1,570,000,000 in the first quarter of 1945 to approximately $1,000,000,000 by the first quarter of 1946.

The ship-construction program of the Maritime Commission decreases from $970,000,000 in the first quarter of 1945 to $400,000,000 in the fourth quarter of 1945. The 1946 program has not yet been determined, but it is anticipated that it will be at a still lower rate.

SAVINGS ON MUNITIONS

The Commanding General of the Army Service Forces, at my request, has made a careful review of Army requirements for the continuance of war against Japan following the defeat of Germany. This is a difficult computation as it must assume a specific date for victory and yet must be sufficiently flexible to provide the supplies for continuing combat against diminishing enemy resistance in Europe. The significant change in this Army supply program over the VE-Day program prepared last Fall lies in a substantial increase in the acceptance of deliveries of munitions in the three months following the defeat of Germany. The reasons for this are obvious.

Since the time the original program was computed, large tonnages of equipment have been moved to Europe. Men can be moved to the Pacific faster than materials. The equipment in Europe must be repackaged and recrated for shipment to the Pacific. While all usable equipment is counted as an asset for operations, several months will be required to fill the pipe line from Europe to the Pacific. Plans have been made for this operation. While it is being placed in effect, deliveries must be accepted in the United States to meet the demands in the Pacific. When the pipe line begins to flow, the deliveries within the United States will be reduced rapidly.

ARMY CUT-BACKS ON VE-DAY

It would appear at this time that the reduction in Army requirements will be about 15 to 20 percent in the first three months after VE-Day, and about 40 percent before the end of the year following the defeat of Germany.

The Army program is now being analyzed to determine its effect on facilities. General Somervell advises me that after consultation with the War Production Board he will begin to notify both management and labor at an early date of the changes in individual contracts. As explained elsewhere in this report, close integration has been developed between the procurement agencies and the governmental agencies charged with production and manpower responsibilities to place these cancellations so as to ease their impact upon employment.

War Production Board Plans

Munitions production, though reduced, will still absorb a large proportion of our country's manpower and materials. It will still represent a big job, more than one-half greater than Germany was able to produce at her peak.

The somewhat more gradual cut-backs in deliveries of finished munitions will provide a longer transition period during which many items may be completed from inventory of materials and components at the same time that the manufacturing plants are filling their pipe line for civilian production. However, the meeting of delivery schedules from inventory must be safeguarded as a panicky using up of war production inventories could deplete munitions pipe lines. These munitions pipe lines would have to be refilled later with facilities perhaps gone. Such action would make for disorderly reconversion and would jeopardize future war schedules.

The War Production Board has analyzed these program changes to estimate their impact on our total productive effort for war. This includes the translation of changes in end-item delivery rates into requirements for materials and components. While such estimates are approximate, as they are necessarily based on assumptions as to VE-Day, they indicate that the over-all release of resources from munitions production will exceed the reductions in military schedules and in the first quarter following the defeat of Germany will be about 20 percent, an additional 5 percent will be released in the second quarter, and still another 5 percent in the third quarter.

VE-DAY UNEMPLOYMENT

The integrated action of government agencies cannot prevent VE-day from bringing some unemployment. He would be a false prophet who assured the American people otherwise. Conversion to war created temporary unemployment. Conversion back to peace similarly will bring some unemployment. It is the inevitable price of war.

We must not mistake the size of the temporary unemployment which will result when Germany is defeated, nor its duration. A large segment of our manufacturing enterprise faces no appreciable conversion problem. Their production for war is, roughly, the same as for peace.

More than 40,000,000 of our 50,000,000 civilian workers are in jobs which will continue regardless of cuts in war production.

These are the workers employed in agriculture, trade and services, transportation, and the manufacture of civilian goods. The direct munitions industries employ only about 9,000,000 workers. Some of these are women and others are older persons who are working now to support the war effort and will leave the labor forces when no longer needed.

In the six months after VE-Day, it is unlikely that more than 1,000,000 workers will actually be separated from their jobs. Others released from war production will be retained by their present employers to produce civilian products similar to those they are now making for the Armed Forces. The reemployment of these workers and the veterans discharged from the Armed Services in the period between VE-Day and VJ-Day, in trades and services and in reconversion, should present no national problem.

The unemployment in this period will be only temporary. It will be localized. It may require some shift in workers. It may have to await some reconversion. But, apart from these difficulties, there will be an over-all excess of jobs over available workers. The tremendous backlog of unprecedented heavy civilian demand, both at home and abroad, will quickly absorb all available civilian production and clamor for more. Savings, including war-bond holdings, have reached a total of $140,000,000,000. Foreign demand will represent billions of dollars of purchasing power. This accumulation of demand will solve—not immediately, but within three to six months—the unemployment caused by cancellation of war contracts between VE-Day and VJ-Day.

GOVERNMENT AIDS

However, as cut-backs develop, workers will become concerned about getting jobs. Farmers will become concerned about markets and prices. Businessmen will become fearful of the cost of reconversion, of pricing controls, and of high taxation which may wipe out profits.

Government can contribute to relieving this uncertainty in two ways only: It can ameliorate the privations of temporary unemployment, and it

can expedite the reconversion of industry, thus shortening the period of unemployment.

Wages and the cost of living both have increased appreciably during this war. Unemployment benefits should be adjusted upward in line with these increases in wages and cost of living. I so recommended to the last Congress and in my report of January 1st to this Congress. I renew that recommendation and add to it a new note of urgency.

The resources released from war production must be put to use immediately to develop a powerful industrial momentum. They must be used to develop an expanding economy which will absorb discharged veterans and war workers to the fullest extent feasible when Japan is defeated.

As the first step to this end, the War Production Board proposes to relax controls as rapidly as possible. Quotas on production are limitations on initiative, imagination, and resourcefulness.

As we cannot tell yet whether VE-Day will arrive with a surrender or result from a series of diminishing military operations, the plans of government for the relaxation of controls must be extremely flexible.

Promptly after VE-Day, within the limits of released resources, the War Production Board will facilitate preparations for rapid reconversion by giving positive assistance to the acquisition of facilities, equipment, and of long-cycle components and materials necessary to fill material, component and equipment "pipe-lines" for major industries.

CIVILIAN PRODUCTION

In the first few months after the defeat of Germany it will be necessary to program some essential civilian requirements which must be met if we are to maintain our economy for the war against Japan. The War Production Board proposes to limit the number of these programs to a minimum and in the main, we should leave the choice of what and how to produce, buy, and sell, to the decisions of the market.

War Production Board will use a "stream-lined" spot authorization procedure during the difficult early months to increase production of needed civilian goods where labor and materials are available without hampering the continuing military effort.

The War Production Board proposes to discontinue the Controlled Materials Plan as quickly as it is no longer needed to protect military and essential civilian production. It should be possible to substitute a simple priorities plan for the Controlled Materials Plan in the quarter following VE-Day with CMP orders on the mills, in effect, continuing for an additional quarter.

During this transition period, War Production Board proposes to "open-end" CMP and permit mills to accept unrated orders which do not interfere with the delivery of rated orders. Similarly other rating plans will be eliminated, but not immediately. Under this simplified priorities system direct military production would be adequately protected.

Some few supporting civilian activities may have to be given priority ratings. Positive action will be taken to provide materials to small business to the extent necessary for its protection. But the great bulk of civilian production would go unrated. It would constitute the productive output of a free market except insofar as other controls such as remaining limitation orders, price ceilings, and the like might apply.

The present AAA priority band, and the directive system will be retained to break bottlenecks.

SOME NECESSARY LIMITATIONS

The WPB will revoke as rapidly as is consistent with the remaining war production the L and M, and other restrictive orders, as resources and materials are freed. Existing shortages certain to continue after VE-Day will make it necessary to retain limitation orders on materials such as textiles, paper and pulp, lumber, leather, containers, and many chemicals until the supply exceeds demand. Limitations on the consumption of most metals will be necessary only for a relatively few months.

The War Production Board will continue to prevent excessive purchases of materials or components by particular industries or companies which would interfere with the reconversion of other industries or companies.

This planned relaxation of controls will reduce paper work and provide relief from Government regulations at the earliest feasible date. The War Production Board will announce these plans in more detail in the immediate future.

Civilian production orders may be expected to materialize immediately to absorb released workers. Moreover, the demand for manpower in essential services such as transportation, retail trade, laundries, restaurants, and public utilities should cushion much of the immediate shock. This demand may result in new manpower shortages. Therefore, manpower controls must be maintained in all Group I and Group II labor areas.

The War Manpower Commission proposes to give its regional directors discretion in the application of these controls in Group III and IV labor areas.

The War Manpower Commission must be prepared to reclassify labor areas promptly. It will continue the use of statements of availability in all but Group IV labor areas. It must be prepared to reduce the number of hours in the work week in Group IV labor areas, exempting those plants and industries contributing to the war effort against Japan which may be recommended by the War Prodution Board.

The opportunities for reconversion and reemployment during the period from VE-Day to VJ-Day seem likely to surpass the reduction in munitions output. The outlook in general indicates that the demand for labor will exceed supply. Manpower may well be a reconversion bottleneck in many localities.

WATCHING THE DEBT

In war, waste is unavoidable. This does not lessen the duty of responsible officials to minimize that waste. After Germany is defeated we should be able to devote more attention to economy in government.

When Congress acquires the habit of appropriating billions and the executive agencies acquire the habit of spending those billions, we lose our perspective and are likely to authorize some expenditures that never would be made in peacetime.

In some instances efforts are being made to obtain, in the name of the war effort, authorizations for expenditures for post-war projects which should be considered on their merit as peacetime projects. These efforts will be continued as measures to provide employment when Germany is defeated.

We are winning the war. No nation that has lost a war heretofore has had saddled upon it a public debt as large as the debt we as victors must pay.

We have authorized for war purposes up February 28, 1945, $399,000,000,000. Our public debt has reached $233,000,000,000. This amounts to approximately $1,700 for every man, woman, and child in the nation.

The interest on this debt for the year from July 1, 1945, to July 1, 1946, is estimated at $4,500,000,000. To appreciate what this means, we should recall that for the fiscal year 1939 the total of all internal revenue taxes was $5,063,000,000. (This does not include social security or railroad retirement funds.)

To put it another way, the total income tax collected for the calendar year 1942 from all persons with incomes of $5,000 or less amounted to only $4,234,000,000. It would not be sufficient during the next year to pay the interest on our public debt.

What is necessary to win the war we will do, and as a Christian, humane people we gladly do our part to relieve suffering and distress in a war-torn world; but in authorizing rehabilitation projects throughout the world and post-war projects at home, we must give consideration to the people of this country who will pay the bills.

WHEN VE-DAY COMES

We must mobilize the full powers of Government to meet the larger problems which will follow the defeat of Japan. We must remember that the defeat of Germany still leaves us with a job to be done in the Pacific. That job will require the continued support of our home front. It will be accomplished only with a loss of thousands of lives. No one of those lives should be lost because of any let-down in support at home.

No one can tell when VE-Day will come. But when we are advised by General Eisenhower that organized resistance of the German Army has ceased, I hope the American people will make that day a day of work and worship. I recommend that all Government agencies observe the spirit of this request.

Cut-Backs, Contract Settlement, and Surpluses

The basic machinery for VE-Day reconversion has been set up and tested. Under legislation passed at the last session of the Congress, the responsible agencies have worked out policies and procedures to handle cut-backs; to settle terminated contracts and provide interim financing; and to remove inventories and government-owned equipment from plants.

The problem is now largely administrative—obtaining capable people both in government and in business to do this important work.

Cut-Backs

The War Production Board has set up the Production Readjustment Committee, composed of its representatives and representatives of the procurement agencies and the War Manpower Commission.

When a cut-back is found necessary by a procurement agency, it furnishes the committee with a proposed plant-by-plant schedule of the remaining production. The member agencies review the proposal from their diversified points of view to determine if the proposed reduction can be better distributed. This brings an understanding of the whole problem upon particular proposals. Principles to be followed in making cut-backs were

laid down in my directive of January 20, 1945—"Policies for Contract Curtailment, Nonrenewal and Termination" (appendix).

If the proposal is accepted, it goes into effect. If changes are recommended which are not acceptable to the procurement agency, it may appeal to the chairman of the Production Readjustment Committee. Further disagreement at this stage may be appealed to the WPB Production Executive Committee.

When agreement is reached, local representatives of the procurement agencies, WPB and WMC meet to determine the use to be made of the released facilities and manpower. This may involve the transfer of the employees to other war work within the plant, the assignment of new war work to the plant, or the referral of the workers to other war or essential civilian work.

After this meeting a conference is arranged with the contractor and the representatives of the workers by the representatives of the procurement agencies, WPB and WMC. At that time, the responsible procurement agency notifies the contractor of the cut-back and the other agencies explain the plans agreed upon for the utilization of the facilities and workers. Simultaneously, WPB notifies the national representatives of the workers.

The Production Readjustment Committee tries to take work to the worker. It gathers together information as to facilities which may become available at some future date, as a result of contract run-outs. This information is circulated among the procurement agencies to see if they can, and want to, place new work in the facilities before the old work is actually finished.

This cut-back system, now in use for several months, is an improvement of procedures established last summer under the Production Executive Committee Staff at my direction. Thus, policies have been established and personnel of the WPB, WMC, Army, Navy, and other agencies are acquainted with the problems that will arise.

The Army and Navy, for example, have developed competent staffs to translate any changes in requirements into schedules and give prompt notice to the civilian agencies. The Army Service and Air Forces are preparing now a program of VE-Day cut-back proposals which the committee will analyze in detail. If VE-Day should come before these plans are completed, the committee may not be able to review each cut-back. However, the procurement agencies have become accustomed to decisions based on round-table discussions of each case. Even without detailed review, their cut-backs will be made in the spirit, and under the policies, already laid down.

Contract Settlement

The rate of contract settlement has improved considerably in recent months. The War Department required an average of only 3.4 months to conclude settlements made during February, as contrasted with 4.2 months for those made during December. In the same period, the Navy had cut its settlement time from 9.9 months to 6.4 months.

To speed up subcontract settlements, more contractors and subcontractors are being authorized to settle subcontract claims up to $10,000. If fully applied, this procedure could cover 90 percent of all subcontract claims. However, some contractors hesitate to settle with their own subcontractors, despite their delegated authority to do so. The agencies are working out methods to meet this situation.

In addition, the Office of Contract Settlement and the procurement agencies are developing plans to settle directly on a company-wide basis with

selected subcontractors, strategically situated in the contractual chain. This method will expedite their settlements with subcontractors below them. For administrative reasons, it cannot be used widely.

Cost-plus-a-fixed-fee contracts continue to present a pressing problem. The Contract Settlement Act gives the contracting agencies authority, in settling such contracts, to dispose finally of cost items which have been previously questioned by the General Accounting Office. Contractors are reluctant to settle unless such items are covered by the settlement. Procedures have been worked out with the General Accounting Office and are now being used experimentally.

As yet, few contractors have used interim financing to tide them over pending contract settlement. By the end of February, only 282 termination loans had been made, although termination protection was provided by an additional 1,055 VT and V-Loans. In February, the War and Navy Departments received requests for partial payments totalling $15,100,000 as compared with requests for $27,700,000 in January.

Although actual experience with both termination loans and partial payments has been limited, the Office of Contract Settlement considers that the interim financing system should be able to meet the VE-Day demand. Additional measures are under study, however, to expedite partial payments to lower-tier subcontractors.

PLANT CLEARANCE

The procedures for clearing termination inventories and government equipment from private plants now appear to be working reasonably well. In large part, these inventories will have only scrap value. To avoid wasteful packing, crating, and storing, they should be promptly classified as scrap.

The policies for determining what is scrap and methods of pricing must, therefore, be clarified by the Surplus Property Board. More scrap consultants should also be provided. Otherwise, after VE-Day this property may clog plants and delay reconversion. The Board is aware of this problem and expects to deal with it at an early date. Storage space is being provided for surplus termination inventories.

Surplus Property

The system of preferences and priorities prescribed by the Surplus Property Act presents complex problems of administration. Since its formation late in January, the Surplus Property Board has been grappling with some of these.

It is about ready to issue three basic regulations (1) designating the disposal agencies and regulating the reporting of surpluses to them, (2) providing for the priorities of Federal and State agencies, and (3) dealing with contractor inventories and disposals by owning agencies. Regulations to effectuate the other statutory preferences are in preparation.

A temporary regulation of the Board authorized owning agencies to dispose of their own surpluses overseas, except that the Maritime Commission handles all ships and the Foreign Economic Administration all aircraft. Under it, the Army and Navy have set up the office of the Army-Navy Liquidation Commissioner, with an advisory committee on which the State Department and the Foreign Economic Administration are represented.

Pending revision by the Board, the owning and disposal agencies are operating, as the Act provides, under the regulations of the former Surplus War Property Administration.

To provide necessary storage for termination inventories and for other surpluses, the two major disposal agencies, the Treasury and the Reconstruction Finance Corporation, are cooperating on several programs with the War and Navy Departments. For emergency requirements, some 15,000,000 square feet of space will be made available in 56 centers; one-third of this is now ready, 85 percent should be ready by May, and the whole of it by June.

For inventory classification and control, both the Office of Surplus Property of Treasury Procurement and the Reconstruction Finance Corporation have installed punch card systems in their regional offices connected by teletype system for central information.

SALES METHODS

Studies are under way to find the most efficient methods of sale for the different types of property. At present, negotiations, sealed bids, fixed price sales, auctions and spot sales are all being used.

The Treasury is developing sales methods for consumer goods designed to obtain wide distribution and fair prices without disrupting markets. Briefly, it first prepares a full description of the property; then studies the general market and the possible impact of its sales program; finally, with this information, and a test of the market, the agency selects the method of sale. The *Surplus Property Reporter* is distributed widely by the Treasury to potential buyers.

The Reconstruction Finance Corporation is expanding its organization and facilities and developing its procedures to dispose of aircraft, capital goods, and surplus plants. It has prepared a catalogue and a series of pamphlets on its plants and equipment.

Surplus government-owned war plants can be used promptly to provide employment after victory only if these plants are disposed of now. For this purpose, the Board is planning to expedite its reports to Congress for plants requiring such action.

In order to permit such sales of plants before they become surplus, I have also asked the Department of Justice to work with the Board and the Reconstruction Finance Corporation to develop procedures for giving its opinion on such proposed sales under the anti-trust laws, as required by Section 20 of the Act. This work is under way.

The Board is setting up a Compliance Section to handle complaints and possible violations of law or its regulations. Investigations will be coordinated with the Federal Bureau of Investigation, Federal Trade Commission, the Treasury, Reconstruction Finance Corporation, and Smaller War Plants Corporation.

When it has had more experience, the Board will present to the Congress proposals for clarifying the Surplus Property Act. In any such legislation, I am convinced the Board should be separated from the Office of War Mobilization and Reconversion, so that its relation to this office will be similar to that of other agencies not directly a part of this office.

PART III—PRICES, EMPLOYMENT AND OTHER PROBLEMS

Economic Stabilization

Price, wage, and rationing controls must be continued after VE-Day. They will be needed to protect war production, to safeguard the wage earner against rising living costs, and to maintain the post-war market for goods and services. This basic fact stands out: Inflation, despite the reduction in munitions output, will be a continuing threat.

The government will still spend at the rate of $60,000,000,000 a year for war. People will continue to collect in wages, salaries, farm receipts, dividends and interest more dollars than they can spend for the goods which will be available.

SPENDING RESERVES

A huge unsatisfied demand for goods exists, as the chart "Money—But Not All to Spend" indicates. Year after year, consumers have been unable to use their incomes as they would normally.

In 1944, spendable income amounted to $138,000,000,000. If there had been a full supply of automobiles, refrigerators, and other consumers goods, based on past averages people would have spent about $118,000,000,000. They spent only $98,000,000,000. The $20,000,000,000 difference between what they would have spent and did spend represents in large part unsatisfied demand.

The result is found in savings. At the time of Pearl Harbor, the liquid assets of individuals (including unincorporated businesses) totaled $50,000,000,000. By the end of 1944, cash plus war bond holdings had increased to $140,000,000,000. These liquid assets represent the greatest purchasing potential ever built up anywhere. Not all of this will be spent, of course, but its pressure will bolster post VE-Day demand.

CIVILIAN GOODS

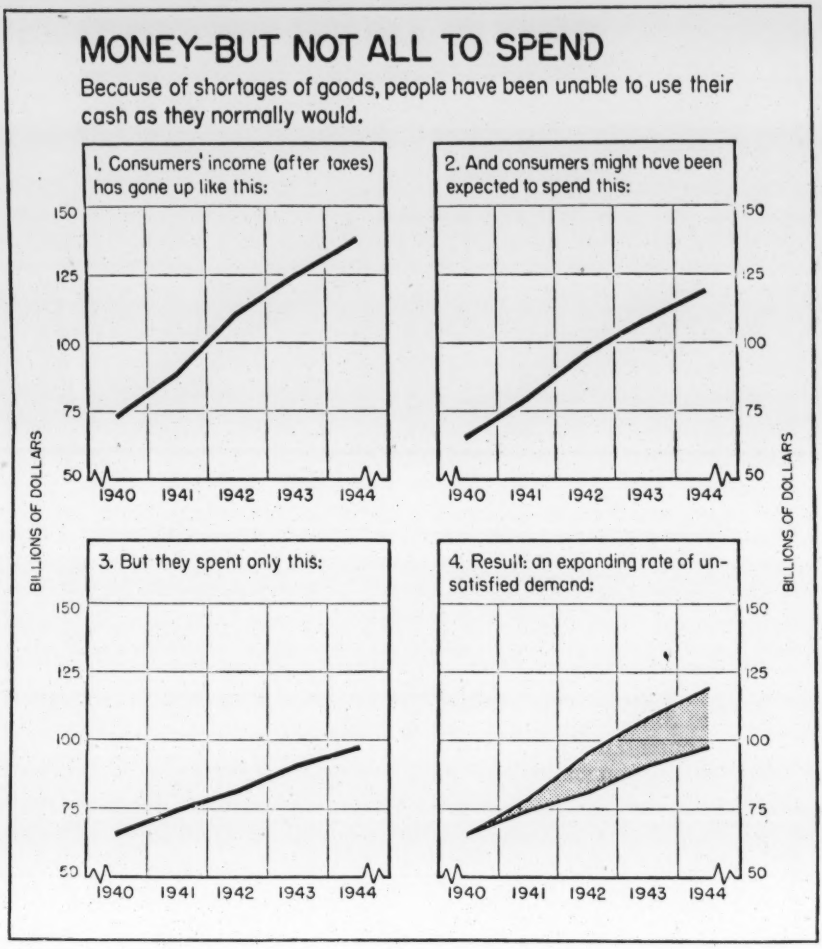
We will have more durable goods available to meet that demand. Once war needs drop, steel, copper, aluminum, fractional horsepower motors, ball bearings and other components can be used for civilian goods production. Yet this increase in production of civilian goods will make price control harder rather than easier—at least for a time.

We can keep the price of refrigerators, vacuum cleaners, or flatirons from running away when none are being made and when few are on the market. People cannot very well bid for goods that are not for sale. But once the manufacture of such products is permitted, there will be an outlet for pent-up demands.

Moreover, the producers who are beginning to make civilian goods will compete with war producers for materials as the War Production Board relaxes restriction orders. The demands of consumers, and their demands

reflected in the demands of producers, will outstrip supply even after civilian production has been resumed. Our price controls must therefore be maintained.

We must ensure that scarce goods are distributed so as to support the war effort. Rationing, which now applies to shoes, certain foods, automobiles, gasoline, and other items, will have to be continued. Today war workers get preference in the purchase of automobiles, tires and tubes. After VE-Day the same policy will have to prevail.



So far, economic stabilization has worked. Whereas in the first World War the cost of living rose 62 percent in 52 months, in this war it has gone up only 29 percent in a much longer period—66 months. Stabilization would have been impossible without the voluntary cooperation of labor, management and consumers.

Through the machinery of the War Labor Board, disputes between management and labor have been settled on the whole effectively. By and

large, management and labor have carried out their no-lockout and no-strike pledges. Government seizure of private business has been resorted to only in rare instances.

As I noted in my first report, "seizure imposes on the government onerous responsibilities of operating private business." I therefore repeat my recommendation that the Congress give the War Labor Board statutory power to make its decisions enforceable.

STABILIZATION PLANS

The VE-Day program of economic stabilization divides into five main parts:

1. To keep prices in check so that the cost of living will not go up. This can be done only if the Price Stabilization Act is extended.

2. To establish prices on newly manufactured goods so as to facilitate reconversion. The Office of Price Administration has worked out a program of resumption of prices which will be fair to both producer and consumer.

3. To keep consumer buying power under control. We must retain the present high rates of taxes and we must encourage continued war-bond purchases. To the extent that consumers invest in government bonds, demand is deferred to the post-war period, when it will be most effective in providing a stimulus to full employment.

4. To keep corporation earnings under control. As long as the war lasts, it is necessary to maintain high excess-profits taxes. We must also retain the authority to recapture and control profits under the Renegotiation Act.

5. To hold wages in check so that they will not force the cost of living up and thus start a wage-price-cost-of-living spiral.

WAGE RATES

There are a few industries in which the hourly wage rates have increased less than the cost of living. Hence any sharp decline in hours worked per week would seriously affect the standard of living of workers in these industries. I have asked the Director of Economic Stabilization and the Chairman of the War Labor Board to make a special study to determine these industries and the adjustments which can be made within the framework of the Stabilization policies, which must continue.

So far during the war, improved techniques of production, new tools, and better engineering have increased the productivity of workers. How much of that productivity will be carried over into peacetime production cannot be predicted or estimated. When the output per worker is increased, the worker must share in the profit from the increased output.

I feel sure that ultimately after the war total take-home pay in the United States will reach the present level. But the pay must have as a foundation a volume of production and consumption of civilian goods equal to the present production and consumption of war goods and civilian goods combined.

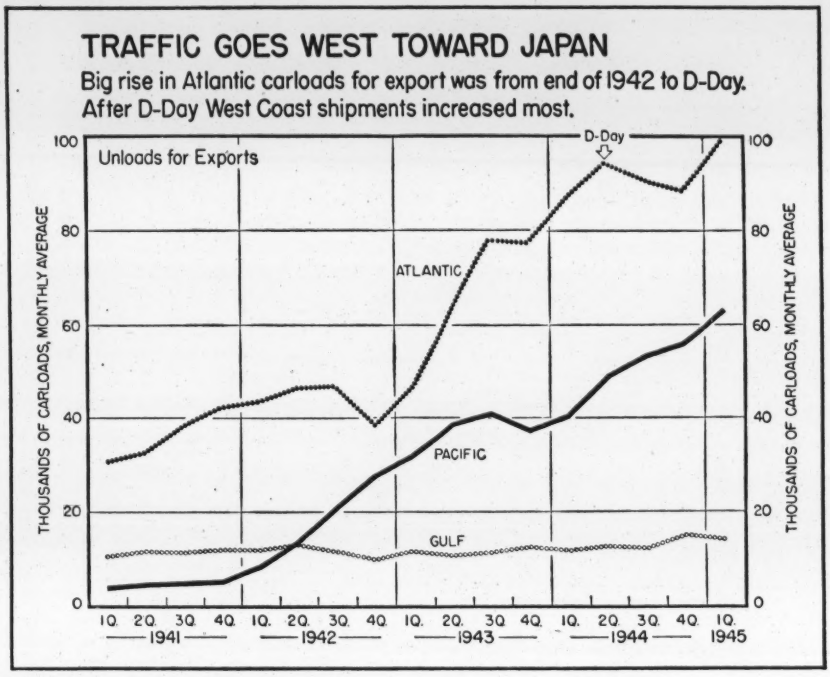
Transportation

When Germany is defeated, the volume of traffic in this country will decrease only slightly below present record high levels.

While the transportation of war products will decline, there will be an increase in the movement of civilian products. Moreover, the shipments of guns, tanks, and other military supplies to the West Coast will increase. This will mean longer hauls and longer time for turn-arounds. (Chart—"Traffic Goes West Toward Japan.)

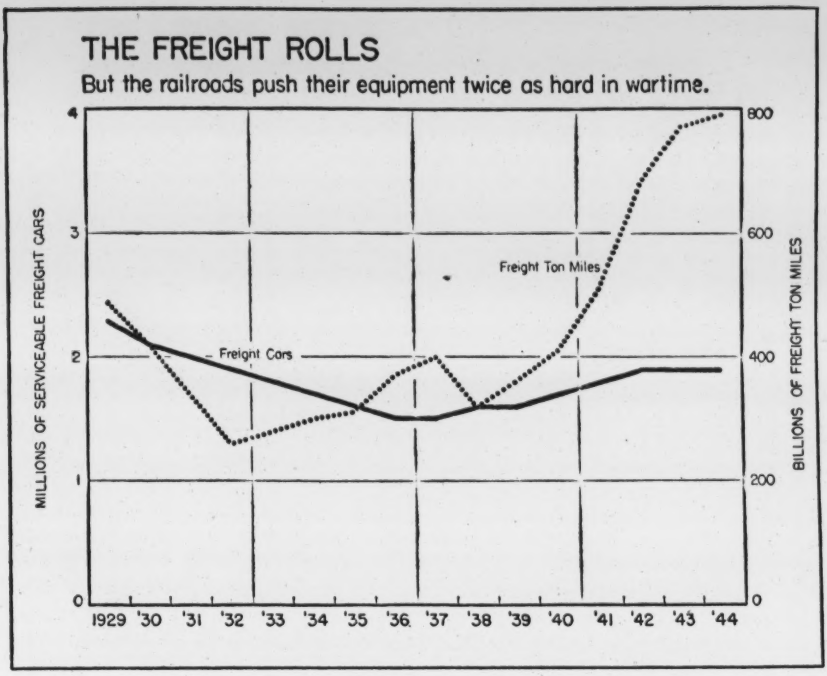
Railroad equipment is barely adequate to continue existing services. The railroads in 1944 carried 785,500,000,000 ton-miles of freight. This was double the freight carried in 1939 and was accomplished with only 20 percent more freight cars and 10 percent more locomotives. (Chart—"The Freight Rolls.)

The car shortage is serious. Wheat and other grain, metal concentrates, and other valuable freight are being shipped in hopper bottom and gondola cars because of the lack of box cars. The opening of the Great Lakes will reduce the grain load to some extent. However, the rail movement of grain from farms to seaboard will be a heavy burden on our rail facilities.



MANPOWER SHORTAGE

The shortage of manpower has added to the difficulties faced by the railways and other carriers. Because of this shortage, I suggested, the Inter-Agency Deferment Committee has granted to the railways and inland waterways a larger proportion of occupational deferments for men under thirty than to most other industries.



In the second quarter after VE-Day, the manpower situation of the railroads should improve. With additional manpower, work on maintenance of way which is badly in arrears should be greatly increased. However, rolling stock still will barely suffice to meet demands.

It is apparent that it will be necessary to continue wartime transportation regulations, such as compact loading of freight cars, control of rail movement to the ports to prevent congestion, and high demurrage charges to speed up turn-around of freight cars. It will be still necessary to forego unnecessary travel.

The strain will continue on both truck and bus lines. Some increases in equipment will be possible. However, it will be some time after the defeat of Germany before the ban on "luxury" service by delivery trucks may be lifted.

It looks as if it will be possible, after VE-Day, to make some increase in the basic gasoline ration for private vehicles and in the allocation of gasoline to trucks. In view of the average age of our motor-driven vehicles and their tires, it is perhaps well that no large increases will be feasible for some months after Germany is defeated.

Food

Americans will not eat quite as well in 1945 as in 1944, regardless of the date of Germany's defeat. We will not be hungry, our diet will not be deficient, but we will have to tighten our belts.

There are three basic reasons for this.

1. Supply of foodstuffs is likely to be down 5 to 10 percent from 1944. (Chart—"Why We Must Tighten Our Belts.") The reserve feed stocks on which the record meat production of 1943 and 1944 was based have been reduced and we are entering 1945 with very low meat stocks. In addition, all the odds are against a repetition of the ideal growing weather of recent years which resulted in bumper crops of vegetables and grains.

2. Next in importance is the sharp increase in military requirements. There has been no increase in the soldier's ration. Military stocks are at relatively low levels. It has been proposed that our soldiers' rations should be reduced. I have disapproved this proposal. The quality and quantity of the ration must be maintained.

The increase in military requirements results in part from the larger number of fighting men to be fed. In addition, certain elements of our allied armies must be provided with rations in part. We have more than one million prisoners of war to feed now. This number is increasing rapidly, and we all hope that it will increase still more. These prisoners of war must be fed. The Armed Services also have immediate "wake of battle" food responsibility for liberated civilians behind our lines. The food supply for this purpose has been limited to bare essentials.

3. Also as our military forces advanced there has been a corresponding rise in requirements for relief in liberated areas under civilian administration. These relief requirements are not covered by military supplies.

WHERE THE PINCH WILL COME

The situation will be tightest in meats, fats and oils, sugar, and some dairy products. Stated requirements for "red" meat, including estimates for United States civilians and moderate allowance for relief feeding, exceed expected supplies by about 20 percent. Despite expected record milk production, supply of dairy products is 10 percent below stated requirements. Supplies of canned vegetables and canned fruits will also be below needs.

There will be enough cereal products to meet all requirements. Egg supply will satisfy normal needs. Fresh vegetables will be in relatively good supply, especially for the first half of the year.

The course of action which we must follow in this situation is clear.

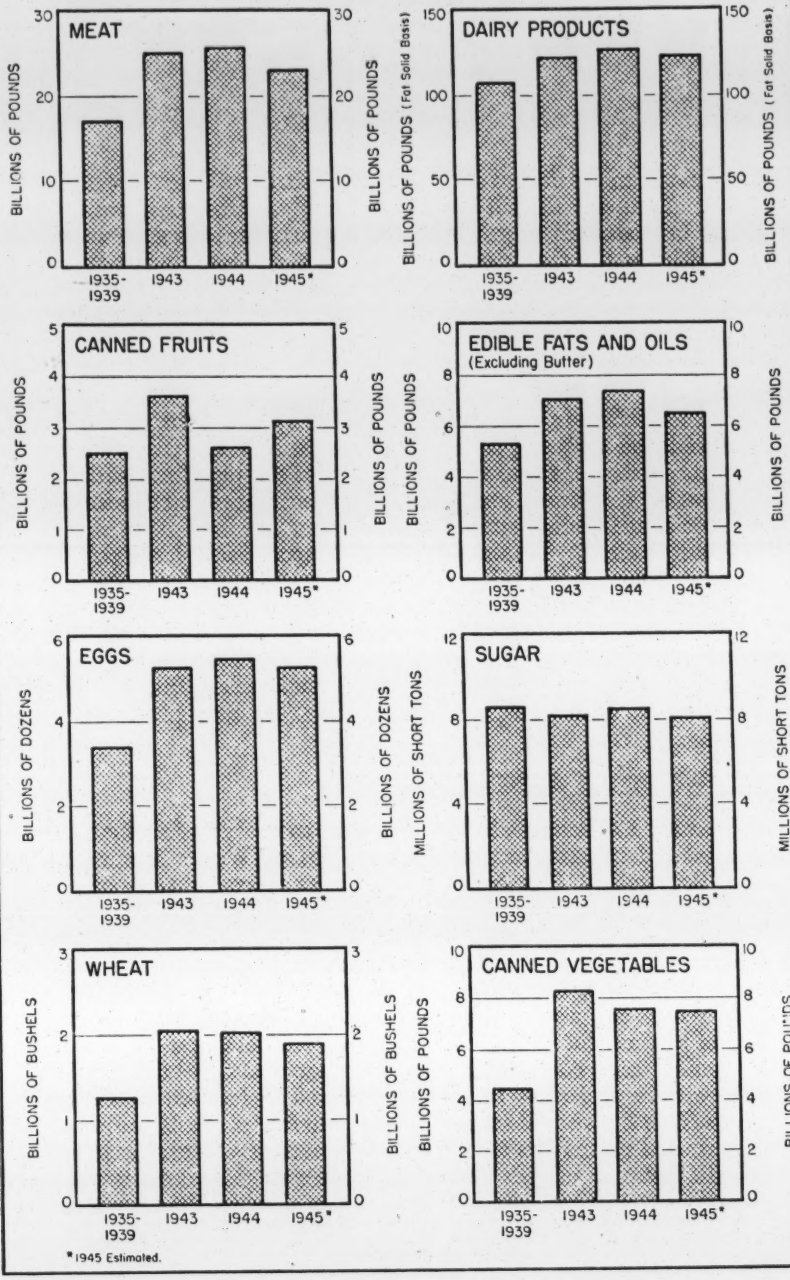
First, we must again call upon the farmers of the Nation for an all-out production effort. The farm labor shortage cannot be alleviated until after VE-Day, the machinery situation even later. But even with these handicaps, the effort of America's farmers can make another great contribution to winning the war and the peace.

Second, we must allocate our available supplies among the competing uses—civilian, military and foreign—in the light of their importance. We cannot follow the principle of "the wheel that squeaks the loudest gets the grease."

Third, we must all—civilians, armed forces, foreign claimants—practice conservation and substitution to the maximum. It goes without saying that rationing for many food items will have to be continued.

WHY WE MUST TIGHTEN OUR BELTS

Indicated decline in supply of meats, dairy products, fats and oils, is chief reason why we will eat less than in 1944.



*1945 Estimated.

Fourth, we must assist in the rehabilitation of liberated countries to make them less dependent upon food imports.

I am confident that with the support of the American public and the existing machinery of control, including the new Foreign Shipments Committee, we will come through this difficult year without weakening our military effort, without impairing the health of our civilians, and without straining the friendly ties which bind us and our Allies together.

Construction

The general relaxation of construction controls will not be possible after VE-Day. Lumber will still be in short supply. However, some construction may be permitted to go ahead, particularly projects such as the reconversion of industrial facilities, public utilities, rail improvements, highway improvements, and schools, which contribute either to the support of the war against Japan or to our civilian economy. First consideration should be given to deferred maintenance and repairs. Limitations on the construction of private housing will be removed as soon as lumber becomes available.

The period following the defeat of Germany and prior to the defeat of Japan should be used to get the construction industry ready for its postwar tasks. This will require replenishment of the pipe lines with the hardware, plumbing, heating, and general building equipment carried normally in the stocks of building supply dealers.

One thing is clear. We should not be stampeded into large public works programs. State and local governments now have increased revenues. The temptation to start such programs will be great, particularly in those areas where there is temporary local unemployment. Nevertheless, public-works projects should not be undertaken to provide jobs while the war with Japan lasts. The starting of such projects could easily interfere with war production and with the rapid reconversion of war plants to civilian production.

PUBLIC WORKS PLANNING

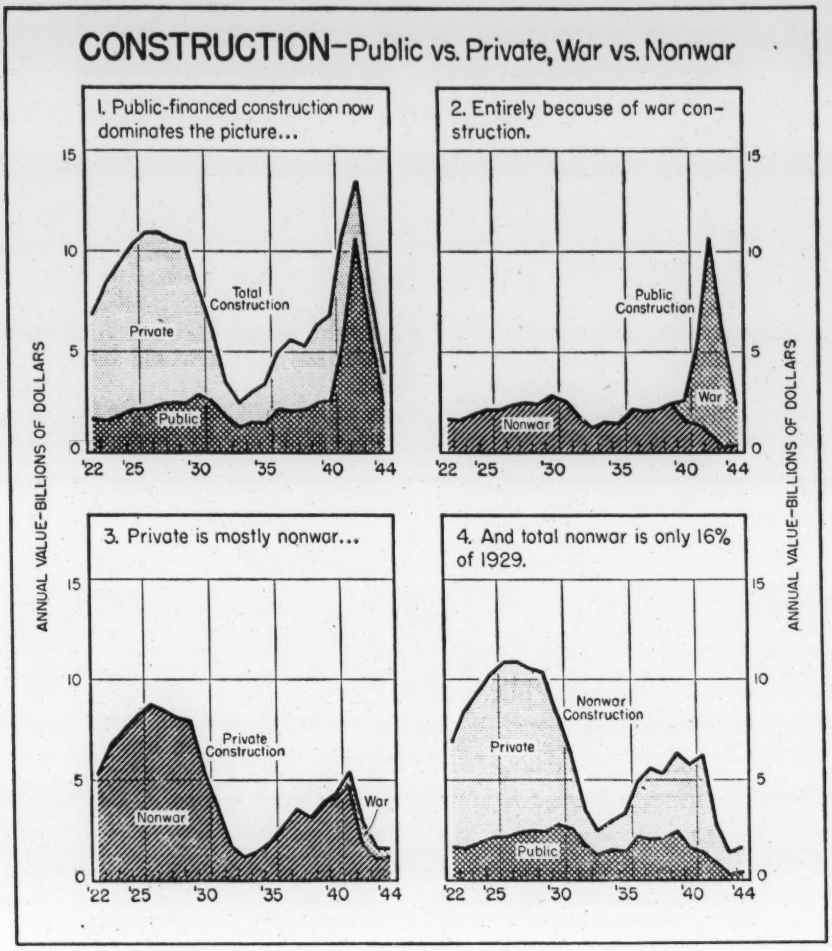
On February 17, I established a committee to study and analyze plans for private and Federal construction with the Federal Works Administrator as its steering member. The committee includes representatives of the Civil Aeronautics Administration, Department of the Interior, War Department, Department of Agriculture, War Production Board, and the National Housing Agency. It has canvassed the Government agencies and has compiled a list of all projected public works. This list includes a vast array of projects, many of which are not of proven value. However, it does represent a backlog of projects for consideration as the need develops.

This committee is continuing a general review to develop a realistic list of public works projects which can be placed under way when Japan is defeated. This list should include a large number of small projects which could be started quickly to meet local and temporary needs for jobs.

The initial report of this committee indicates that there are approximately $4,500,000,000 of Federal projects authorized by the Congress which could be placed under way rapidly. The estimated backlog of non-Federal public works, private construction, and housing, would increase this figure to more than $7,000,000,000.

FIRST STEPS

While a comprehensive Federal Works program should be deferred until Japan is defeated, sufficient funds should be made available now to the construction agencies to permit the preparation of detailed plans and specifications to avoid delay when it is feasible to place the program under way. Projects involving State consent or participation should be worked out now (chart—"Construction—Public vs. Private, War vs. Nonwar").



Today, there are 600,000 workers employed in construction as compared to 2,200,000 in 1941. This indicates the necessity for rebuilding the construction industry so that it may play its full part in a post-war high-level economy.

Private construction, and particularly privately financed residential dwelling units, should lead the way. It is estimated that approximately 950,000 of these units could be started within two years after the materials and labor become available. Banks, savings and loan associations, and insurance companies are in excellent shape to finance adequately such a program. To the extent that lending institutions desire insurance of loans, Federal

Housing Administration has adequate authorization. At present the unused authorization is approximately $2,000,000,000.

LOW-RENT HOUSING

Authorized Federal and State-aided low-rent housing programs should also be placed under way as soon as materials become available. The authorized program today consists of more than 37,000 units. Additional requests by local authorities for Federal-aided low-rent housing aggregate 250,000 units covering estimated costs of approximately $1,100,000,000. This program and the rural housing program of the Farm Security Administration should receive the consideration of the Congress as worth-while programs which will contribute to the well-being of the Nation. The rate at which this work is undertaken should be determined largely by the existing unemployment situation.

Some of our temporary war-housing built under the Lanham Act provides better housing than existing sub-standard dwellings in the same community. Under the terms of the Lanham Act, these houses may not be sold in place. I am of the view that discretionary authority should be vested in the National Housing Agency to maintain this housing for rental where it is desired by local authorities until lower-standard housing in the community has been replaced. They might be sold as units to local housing authorities under terms and conditions which would limit their life until better housing is made available.

The Federal Works Administration has asked the Congress for funds for interim financing of advance public works planning by State and local Governments. Its request of $75,000,000 was reduced to $5,000,000 in the House of Representatives. It has been increased in the Senate to $35,000,000. I hope that this increase will be approved as the advance of these funds will stimulate this important phase of post-war planning.

Veterans and Released Workers

Between VE-Day and VJ-Day the discharge of veterans from the Army and the Navy and the release of workers from war jobs will test the procedures the Retraining and Reemployment Administration has developed and is now putting into effect. This will determine their adequacy and permit any necessary remedial measures to be taken prior to VJ-Day.

VETERANS

Our program for the veteran has as its purpose to help him achieve his own objectives after demobilization. Provision has been made to assist the veteran in many of the situations which may confront him after his release.

If a veteran wants his old job back, there is a Reemployment Committeeman at each of the 6,500 local draft boards to help him exercise his reemployment rights.

If he wants a new job, the 1,500 local offices of the United States Employment Service are equipped to help him find one.

If he wants to return to school, there are 27,000 institutions approved to furnish education under the G. I. Bill of Rights.

If he is unemployed, he can secure his G. I. Bill readjustment allowances through State unemployment compensation offices.

If he desires a home, farm, or business loan under the terms of the G. I. bill, he can secure it through local private financial institutions. Loans are being carefully screened to make certain that veterans will not undertake more than they can handle. To date, about 3,000 loans have been approved under the G. I. Bill.

If he requires it, he can obtain vocational rehabilitation or guidance from the Veterans' Administration.

If he is disabled, he will obtain his pension and, if necessary, hospitalization from the Veterans' Administration. The Veterans' Administration is expanding its building program to provide 138,000 beds. Of the 66,000 veterans now in veterans' hospitals, 16,000 were engaged in this war.

I am convinced that the section of the Selective Training and Service Act which provides reemployment rights for veterans will require some clarification.

A large proportion of the returning veterans did not have jobs and therefore will have no reemployment rights under the Act as now interpreted by the Selective Service. I am also told by representatives of management and labor that provision of an absolute job guarantee to those veterans who do have reemployment rights may create serious industrial relations problems unless certain principles are fully agreed upon beforehand.

We should not enter the demobilization period with any uncertainties as to the rights of reemployment or employment of returning veterans. General Hines has set up a committee composed of representatives of those interested to study the problem. He hopes this committee will report agreement within the next few weeks.

As soon as the committee reports, the problem will be given full consideration and submitted to the Congress for action if further legislation appears necessary.

DISPLACED WAR WORKERS

The war has prepared the United States Employment Service and other public placement agencies for their reconversion and post-war duties. In operating as a central distribution point for a national manpower pool, the USES recruited more than 500,000 persons in 1944 for war jobs away from their home towns. It has built up a detailed knowledge of labor markets; also it has become acquainted with employers, labor unions, and individual workers. Its experience will be invaluable when large-scale demobilization starts.

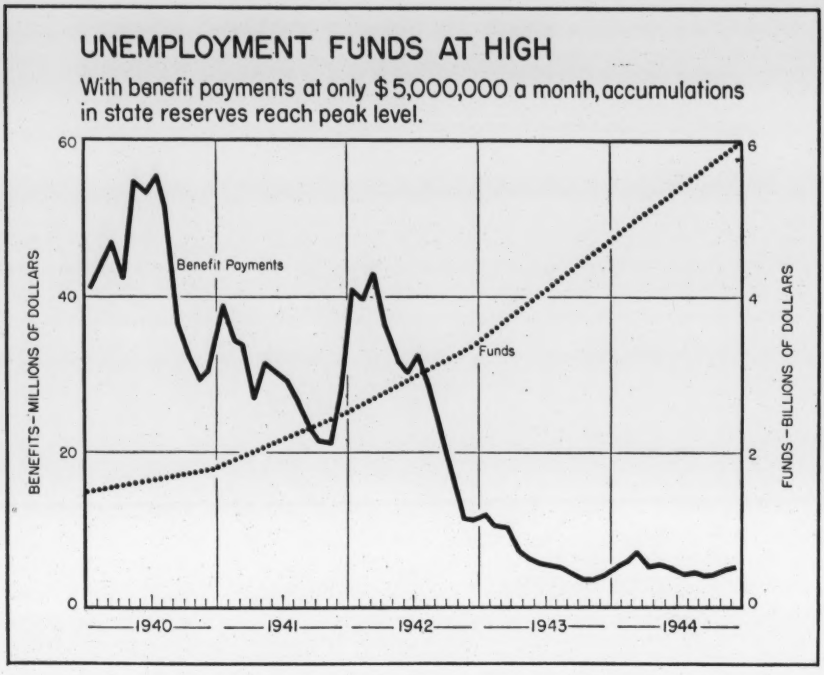
As after World War I, we shall have some towns where the ending of war contracts will mean the unemployment of nearly all workers in the community. Workers in these towns will be advised of the areas where help is wanted. They will be advised how and where they can best turn to peacetime use their war-learned skills. Whenever possible, they will be placed directly in the job for which they are best suited. Employers in tight areas will be advised of the towns where labor is available.

The Veterans' Administration and the USES face severe personnel problems. Plans are being laid for expansion of the Veterans' Administration so that it can adequately handle its extensive statutory responsibilities.

Many of the employees of the USES have had no experience in employment counseling and judgment of job requirements needed if service to veterans and displaced war workers is to be adequate. An extensive training program has begun.

UNEMPLOYMENT COMPENSATION

As I have stated elsewhere in this report, the most urgent action required in planning for manpower demobilization is extension of unemployment compensation. The state unemployment compensation systems—now backed by a reserve of over $6,000,000,000—can be a solid first line of defense against unemployment (Chart—"Unemployment Funds at High").



Small Business

After VE-Day, I expect that small business as a whole will be quick to move. Small manufacturers do not usually require long tooling-up periods, thus they will be able to expand or resume production rapidly as materials and manpower become available. We must depend upon small businesses getting ready quickly and thus absorbing local unemployment if and when it develops.

The War Production Board's plan for removal of controls, discussed elsewhere in this report, is a real asset to small businessmen who do not have extensive staffs to fill out forms and applications. Paper work will be eliminated to the fullest extent possible.

The War Production Board will also prevent extensive inventory building, which might impede small business' access to materials. Small business will have equality of opportunity to obtain materials and markets. It is believed that this can be accomplished without interference with the normal operation of a free market. The Government should step in only when the market becomes restrictive.

WORK FOR SMALL PLANTS

Moreover, small manufacturers will be permitted to continue in war work as long as possible. In my January order establishing policies governing cutbacks, I stated that "prime contractors within the scope of the Smaller War Plants Act should be retained to the fullest extent possible", unless they elect to go into civilian production. A similar option is open to large manufacturers "with a large number of subcontractors in the Smaller War Plants category."

Every effort is being made to settle claims of subcontractors quickly. This should be of real help to small business. Interim financing, pending settlements, is available to small business engaged in war production.

Further provision must be made to provide loans to small businesses to facilitate their reconversion or resumption of civilian production.

I recommend the adoption by the Congress of the Wagner-Spence Bill to amend Section (13b) of the Federal Reserve Act, now under consideration.

I recommend also that the life of the Smaller War Plants Corporation should be extended to December 31, 1946.

Lend-Lease and Foreign Relief

After Germany is defeated, we will be fighting a coalition war in the Pacific. We must continue a lend-lease program of providing supplies to our Allies for use in this war. Some of our Allies depend almost entirely on certain specific items of military equipment produced in this country. They will be unable to build facilities to produce this equipment for themselves. Moreover, they must continue to receive replacements and spare parts for the military equipment which has been furnished them by America.

We should not expect our Allies to devote a greater proportion of their productive output to war than we do in this country. Our efforts should be directed to the continuance of lend-lease, so that our country and our Allies will be in a comparable position with each other in reconversion activities.

Nevertheless, the volume of lend-lease aid will decline rapidly after VE-Day. There has already been a drop of over 25 percent from the peak reached just before the Normandy invasion.

LEND-LEASE AFTER VE-DAY

Our lend-lease agreements will, of necessity, be reviewed carefully after Germany is defeated; lend-lease is limited by law to war aid.

In the recent lend-lease agreement with France, provision was made for France to purchase undelivered balances of food, raw materials, and short-life manufacturing equipment required now for war production, when the furnishing of these supplies is no longer necessary for the support of the war. Longer-life capital goods are to be paid for in full by France. Payments will extend through a number of years.

Arrangements already have been made with Great Britain for cash payment for industrial equipment having post-war value.

VE-Day will not end starvation and chaos in liberated Europe. It will not end America's deep interest in Europe. We will still have millions of

troops in Europe, some of whom will remain in the Army of Occupation, while others will move to the Pacific. We must prevent disease and unrest in the areas where these troops are stationed.

We are interested in the establishment of stable governments, and stable governments cannot be expected where the people are hungry. We will have to assist in a speedy revival of the world's capacity to produce and consume. A strong world economy is essential to a healthy economy in America.

Our will to provide relief necessities and to assist in the rehabilitation of stricken liberated areas will be limited only by our own productive capacity, and by the available transportation, taking into consideration the full prosecution of the war against Japan. We must not neglect our own domestic capacity and we must remember that our own reconversion problems must be evaluated against foreign needs.

RELIEF IN ENEMY COUNTRIES

We have provided our share of funds for the support of UNRRA, which, however, is an international relief organization. The activities of UNRRA do not extend into enemy countries.

The Army will, of necessity, provide some relief in the areas which it occupies in enemy countries. This relief will not suffice. In addition, we must provide relief for the people of the liberated areas. We are providing relief for the people of Italy. When we assume control of one of the Zones into which Germany is to be divided, the people of America will not desire to let the women and children under our control starve. The Congress should determine at an early date to what extent funds will be made available for this purpose.

It is clear that we must have a balance sheet of our available supplies, and the demands against these supplies, if we are to maintain our own economy and provide as much assistance as possible to foreign countries. In order that this balance sheet may be established, with the approval of the President, I have designated a committee to coordinate foreign shipments under the chairmanship of Administrator Crowley of the Foreign Economic Administration.

This committee is composed of representatives of the State Department, War Production Board, War Shipping Administration, War Food Administration, and the Army and the Navy. I believe it will serve a useful purpose in evaluating the relative urgency of foreign requirements against each other and against the demands of our own economy.

PART IV—POST VJ-DAY RECONVERSION POLICIES

War has created a pressing demand for goods and services all over the world. In this country there will be a demand for the materials for reconversion and to restore inventories of consumer goods depleted during the war years. Abroad, destroyed homes and factories must be rebuilt. Industrial equipment must be replaced and consumer requirements for the essentials of living will be high.

This world-wide demand for goods and services augurs well for a high level of production and employment in the United States, and ultimately throughout the world.

Foreign Trade

This country wants to sell its manufactured and farm products to other countries. We want to buy those products which we do not have in ample supply at home. There must be free and equal access to all markets and resources all over the world.

We could solve specific problems in particular industries through protective tariffs. But in doing so, we would make it difficult for other countries to sell to us and thus get the dollars necessary to buy our products.

We should be prepared to meet the demand for American machinery, American textiles, and American food, which will remain after both Germany and Japan have been defeated. Foreign countries devastated by war will need our help. These foreign countries have been able to expand their gold and dollar assets by more than eight billion dollars since 1940. These gold and dollar assets will strengthen foreign currencies in world markets and will be available to stimulate world trade.

FOREIGN LOANS

However, foreign resources are not unlimited. We must be prepared to make loans to foreign countries which need American goods and cannot pay immediately, if there is a reasonable prospect of repayment. Loans made abroad merely to provide employment at home are unsound. They will produce international financial difficulties when the time comes for repayment.

The Congress is now considering several measures of a broad foreign economic policy. These measures include:

(1) Extension and strengthening of the Trade Agreements Act to permit reduction of barriers to international trade.

(2) The establishment of an International Monetary Fund to permit freer international trade through the stabilization of exchange rates and the prevention of the restriction of movement of funds.

(3) The establishment of the International Bank for Reconstruction and Development to guarantee, or within specified limits, to make productive loans not supplied from private sources.

(4) The extension of the authority of the Export-Import Bank to finance United States foreign trade, and

(5) The repeal of the Johnson Act, prohibiting loans to governments in default on their obligations to the United States.

I believe that prompt and favorable action by the Congress should be taken on all of these measures. They will be necessary to the expansion of productive output for peacetime purposes to replace present war output.

Industry and Trade

Production for war has stimulated new developments in industry and trade: Plastics, light metals, and special alloys have been developed. Wartime techniques in production will cut down costs, or improve the quality of post-war products. New businesses will develop to produce, market, advertise, and retail not only those goods which the people have done without during the war, but also new products which will make for better living.

Free enterprise should thrive in this post-war atmosphere. It is the opportunity for free enterprise to prove that it can provide full employment. Labor and management must reconcile their divergent views so that they may work together for this objective.

Antitrust laws must be enforced vigorously to prevent monopolies and to protect small producers against monopolistic tendencies. America has prospered because small business has been successful and small business must continue as the cornerstone of American industry.

We must take vigorous steps to prevent the formation of international cartels having as their purpose the maintenance of price structures at high levels. Such cartels deny free access to world markets.

Taxes

The Joint Committee on Internal Revenue Taxation and the Treasury are studying the revision of our Federal tax structure for the post-war period. It is important that their reports be presented to and receive the consideration of Congress at the earliest possible date, as knowledge of this tax program is of major importance to the reconversion period.

During this period our tax structure must be designed to stimulate business and to help maintain a high level of employment.

In my Report to the President and the Congress on January 1, I stated that a major reduction in tax rates should not be made until Japan has been defeated. At that time, I recommended three tax revisions which I believe would not significantly reduce tax revenues but would encourage business to prepare for expanded output after the war is won.

These three measures include: (1) the acceleration of depreciation allowances—the President has publicly approved this suggestion: (2) the easing of the financial condition of corporations, handicapped through lack of capital in carrying out their reconversion plans, by making immediately available after VE-Day a part of their post-war refund of excess-profits tax, and by reducing correspondingly the compulsory savings provision in the excess-profits tax; and (3) an increase in the excess-profits tax specific exemption from the present $10,000 to $25,000.

These revisions are desirable in the period between VE-Day and VJ-Day and I renew my recommendation for their early consideration by the Congress.

Agricultural Readjustment

As a result of the tremendous response of farmers to wartime demands for foodstuffs, the nation's agricultural plant is geared to produce at least 25 percent more than at the beginning of the war. Thus the basic post-war goal for farmers is to use that expanded capacity.

This basic goal is definitely achievable, since at a high level of employment we could use the output of our farms. In that sense, it is proper to say that long-run prosperity in agriculture depends on the cities. If factories are busy, if retail trade is lively, if incomes are high, then urban dwellers will consume more food and fibers.

Hence, farm prosperity depends on urban prosperity—on a high level of employment throughout the country. At the same time, if the volume of activity is high throughout the United States, then this country's foreign trade will also be large. That would help to assure a good foreign market for farm products. The best formula for farm prosperity is general domestic and world prosperity.

However, there are specific steps we can take to improve the status of farmers. Not all kinds of crops and livestock will be in demand at current levels after the war. In the first place, in some cases this country will not be the most economical producer; in the second place, world surpluses may exist. On the other hand, the demand for some agricultural products will be above present production. As I see it, we must guide farmers out of crops in which demand is declining and into products for which demand is increasing (chart "War Farm Income At All-Time High—Debt, Interest, Foreclosures Down").

PRICES AND PRODUCTION

In order to protect farm income after the war, Congress has provided for the continuance of support prices at not less than 90 percent of parity for two years after the first January 1 following the end of the war. This level is somewhat higher than support prices before the war and will create certain production and marketing problems.

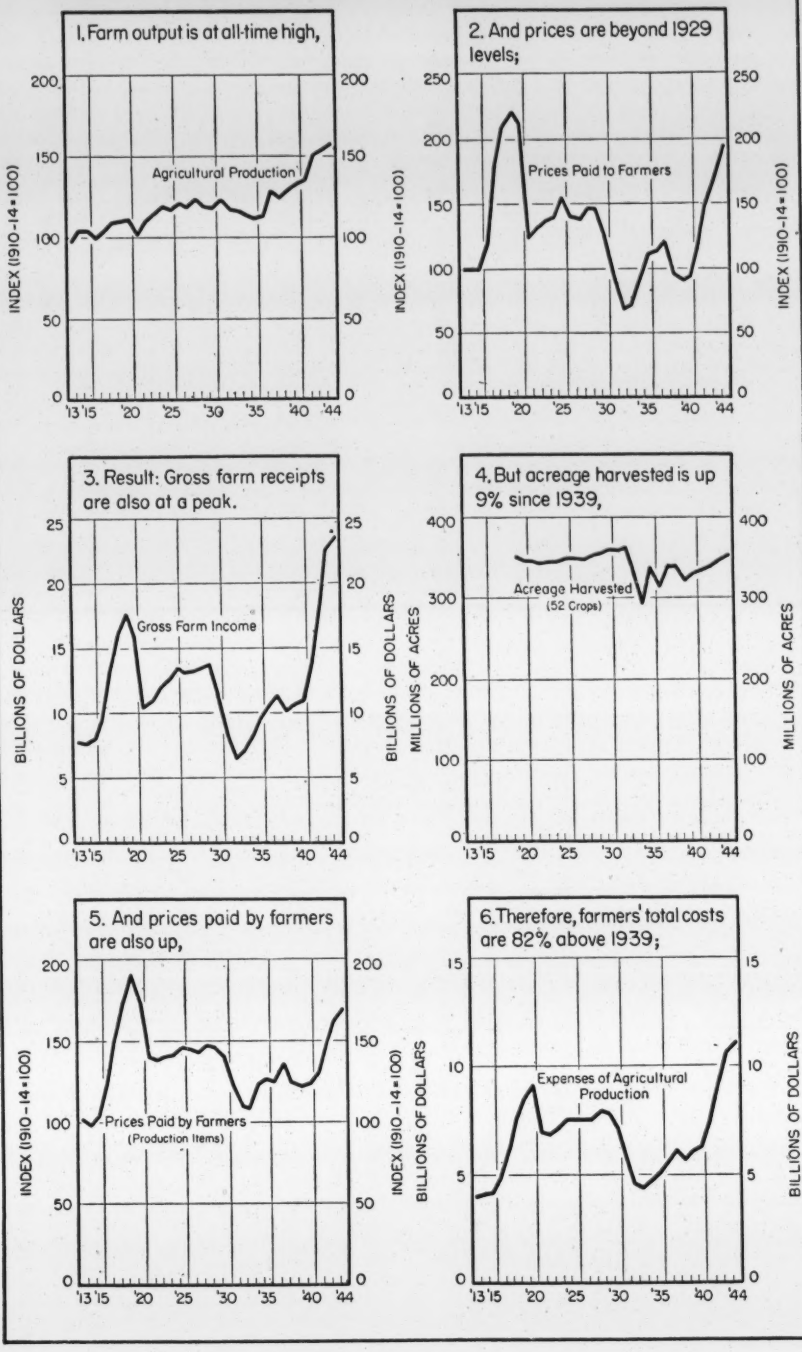
Both public and private agencies have been giving attention to these problems. A committee of the Land Grant Colleges has pointed out some of the difficulties. The American Farm Economic Association recently announced special awards for statements on price policy for agriculture. These and other organizations are to be commended for focusing thinking on these basic questions.

A careful appraisal of the situation indicates that during the reconversion period there will be markets at or above the support price levels for the increased production of many farm commodities, assuming a high level of employment in industry and a reasonable volume of exports.

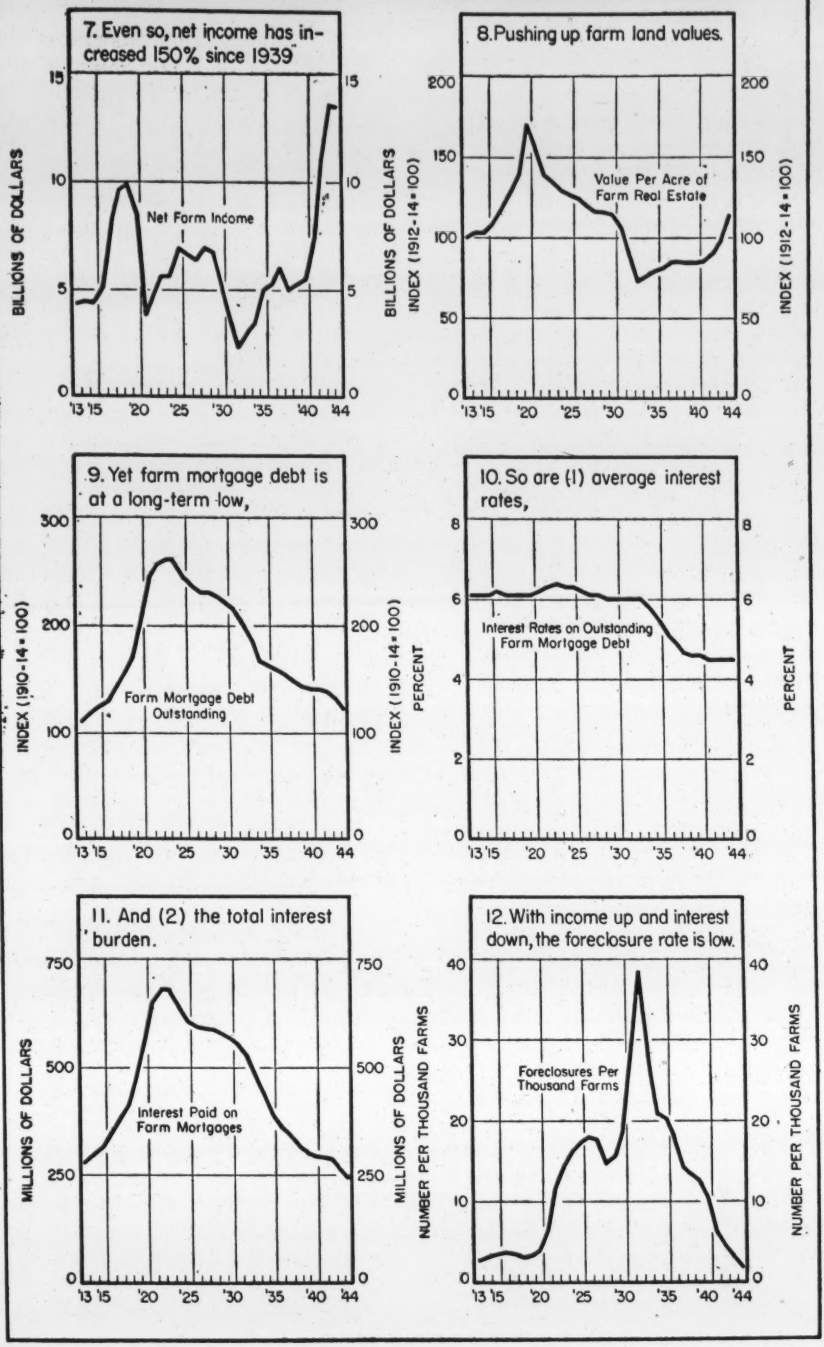
This is particularly true in the case of commodities for which the demand was increasing before the war. Any surpluses among these will be due to minor changes in demand or exceptionally favorable growing conditions. Such supplies can be used for relief, or for a school lunch program which will be discussed later.

The supply of some commodities probably will definitely exceed the demand. Surplus problems with some in this group can be handled through the use of marketing quotas, which have already been authorized. This

WAR FARM INCOME AT ALL-TIME HIGH—



— DEBT, INTEREST, FORECLOSURES DOWN



type of program is adapted to commodities for which a good volume of domestic consumption and exports can be maintained at support prices and for which domestic consumption and exports do not fall off greatly as prices advance.

There are other farm commodities for which domestic consumption and exports fall off rapidly at high prices. Surpluses of some commodities were accumulated before the war when support prices were substantially lower than have been authorized for the reconversion period. Existing legislation does not appear to be adequate for dealing with such commodities.

Situations may arise—in the case of some of these commodities—in which it would ultimately cost the Government less, and be to the long-time interest of producers, to permit the prices to decline below the authorized support price level, and make up the difference with direct Government payments. Because of the competition from foreign producers, and from other commodities in this country, this procedure may prove to be the most practical way to meet the problem in such cases.

It is not possible at this time to know all of the situations that may develop. Consequently, we cannot know now the methods best adapted to any commodity at any given time. It is therefore important that administrative agencies have some latitude in dealing with these problems, particularly during the reconversion period.

In order that the method may be adjusted to the particular situation, I recommend that the Congress authorize appropriate administrative agencies to make payments in lieu of support prices, whenever as a result of a decline in the domestic consumption or exports it is determined that the support prices are resulting in the accumulation of surpluses, and when the over-all cost to the Government would be reduced by substituting direct payments for price supports.

SCHOOL LUNCHES

For the past several years the Federal Government has aided State and local school authorities in providing noonday lunches for school children. During the war, assistance of this kind has also been given to nonprofit child-care centers as well as to schools. Last year Congress appropriated 50 million dollars for this purpose. Our past experience in encouraging better lunches for school children has demonstrated that Federal assistance of this nature should be expanded.

An expansion of the present limited school-lunch program will be of real help in our whole reconversion effort. A nation-wide school-lunch program will improve the nutrition, and hence the health, of school children. It will provide outlets for farm products over and above the ordinary market demands. Moreover, it will afford an excellent educational vehicle for establishing habits for nutritious diets.

I recommend that the Congress enact legislation which will bring about an orderly expansion of the present school-lunch program, to the end that all grade- and high-school children (at least 20 million) can participate within the next two to three years.

Adequate assistance will require Federal aid to States or local agencies. Federal allotment should be graduated to the ability of State or local agencies to finance their own programs, but should at least match local funds, dollar for dollar. To carry out this program, some schools may require Federal assistance for proper equipment and facilities, some of which may be available in the form of wartime surpluses.

CONSERVATION AND ADMINISTRATION

All-out production during the war has resulted in a heavy drain on the nation's soil fertility. As soon as possible, the fertility of our war-worn lands should be restored. This is especially true in areas where war crops have been greatly expanded. There the drain on soil fertility has been enormous, due in part to increased acreage of cultivated crops and in part to stepped-up production per acre. The many adjustments in farming patterns that will be necessary after the war will provide a good opportunity to promote conservation.

In recent years considerable attention has been given to the conservation problem. Several agencies within the Department of Agriculture have been authorized to undertake programs of assistance and they have approached the problem in different ways. These agencies were created under separate Acts of Congress that authorize new phases of work. Each Act generally provided for a specific type of administrative organization.

Because of the nature of the legislation on the whole farm problem and of the different types of administration provided, several approaches are made to essentially the same problem on an individual farm. This is not entirely satisfactory to farmers and often results in less than full benefits from the efforts made and the funds used. I invite the further attention of the Congress to this problem. Combining the best features of existing programs into one program seems to be the logical course to take.

Government Economy

As part of the process of readjustment, the Government must start reducing expenditures for administrative expenses which include personal services, travel, communications, printing, etc. This is no easy task. While it will be possible in some departments to make substantial reductions there are other departments, like the Veterans' Administration, where increased expenditures will be necessary. The best way in which this can be done is through the Bureau of the Budget. I, therefore, recommend that when VE-Day comes, the President call upon the Director of the Budget to survey promptly the war agencies and determine what amounts theretofore appropriated for administrative expenses can be withdrawn and covered into the Treasury.

A Unified National Defense

In my capacity as Director of War Mobilization and Reconversion, I have had an unusual opportunity to become familiar with the operations of our War and Navy Departments.

I believe their achievements in the design and procurement of weapons of war to be outstanding. The supply of our armies in the field and our Navy afloat has permitted a continuing offensive which has reached a magnitude previously unknown to history.

Nevertheless, there have been and remain many duplications of effort which have resulted in substantial expenditures for war which might have been avoided. Procurement and supply programs under a unified system could have saved not only dollars, but—what is far more important in war—manpower and materials.

The combined combat operations of our Army and Navy have been executed under single leadership with remarkable success. Differences at

home have been reconciled. In this way, many duplications have been avoided.

However, we have obtained this degree of unity only because the Joint Chiefs of Staff—Admiral Leahy, General Marshall, Admiral King, and General Arnold—have been willing and able to compromise and reach agreements in the common interest.

I do not believe that any changes should be made now, as such changes and the reorganizations involved might interfere with the prosecution of the war. However, I am convinced that America should not face the future without a fully unified national defense. I urge that the Congress at an early date give consideration to legislation which would establish a single Department of National Defense, in which the Army, Navy, and Air Forces would function under one head, who would be directly responsible to the President, as Commander in Chief.

Conclusion

I have devoted most of this report to problems of reconversion and little to the war against Japan which will continue after the defeat of Germany.

I know that the American people will continue their full support of our war effort until the military might of both Germany and Japan has been utterly destroyed.

They will recognize that the quickest way to ultimate victory lies in the use of overwhelming forces in the air, on the sea, and on the ground, against the might of Japan until these forces are no longer capable of armed resistance.

I am confident that the American people will support international undertakings to establish a peace of good will founded on sound economic grounds. No other peace could endure. A prosperous world is essential to a prosperous America.

At home I have no real apprehension for the future. America is still a land of opportunities where our system of free enterprise makes the most of each of these opportunities.

Government, as we know it, has never provided in itself nor can it ever provide full employment. Free enterprise, controlled in the common interest but not restricted in development, can provide full employment for those who want to work. To do so, labor and management must reconcile their divergent views in their common desire to accomplish this objective.

A nation which has found the way to produce for war while developing an unexcelled prosperity for its people at home can surely find a way to produce for peace to establish an even higher standard of living at home and to aid in the establishment of higher standards of living throughout the world.

In this way we will find the jobs for our returned soldiers and for released war workers. In this way, we will gain the only benefit to be derived from war, the realization that as long as we work together, as a people, there is always a promising future ahead.

OPERATIONS OF OWMR

Executive Departments

The Executive Order creating the Office of War Mobilization placed upon the Director the duty of resolving and determining controversies between agencies and departments. Conferences have been necessary in order to develop programs but I am happy to report to the President and the Congress that in the last three months there have been few occasions when I have been called upon to resolve controversies between agencies of the Government.

Advisory Board

In the execution of the responsibilities of my office, I have had the assistance of the Advisory Board created by the War Mobilization and Reconversion Act. While all of the members of this Board represent the general public, three members were designated because of their experience in business management, three because of their experience in labor matters, and three because of their experience in agriculture.

The labor members include Messrs. William Green, Philip Murray and T. C. Cashen. The management members include Messrs. Eric Johnston, George H. Mead, and Nathaniel Dyke, Jr. The agricultural members include Messrs. E. A. O'Neal, J. G. Patton, and A. S. Goss. The remaining members include the Chairman, Mr. O. Max Gardner, Mr. William H. Davis, and Mrs. Anna Rosenberg.

The general functions of the Board are to advise with the Director with respect to war mobilization and reconversion and to make to the Director such recommendations relating to legislation, policy and procedure as it may deem necessary.

The Board agreed to meet on Mondays and Tuesdays at intervals of two weeks. The first of these meetings was held on January 8–9. Further meetings have continued on schedule.

I have attended these meetings through the greater part of each session except those held while I was at Yalta.

The resolutions adopted by the Board have:

(*a*) favored the principle that persons not drafted but subject to draft are under obligation to serve in the civilian forces wherever their services are most needed, but it feels that any Act of the Congress embodying that principle should contain adequate safeguards to assure the placement of all civilian workers in the hands of the War Manpower Commission and the War Food Administration and their duly constituted labor, agriculture, management committees;

(*b*) recommended that the voluntary program workers and the community should be given the most complete information possible so that workers may know where they may best participate in the war-production program;

(*c*) recommended that considerations of speed in the disposal of surplus property must not be given such weight as to foster monopolies and lead to abuses, and that the Surplus Property Board should formulate its principles and procedures under the Act and ask for remedial legislation only after experience has been gained under these regulations;

(*d*) recommended that the Joint Committee on Internal Revenue Taxation for Post-War Taxation and the Treasury report legislation at an early date covering accelerated depreciation, immediate availability of post-war refund bonds, increasing the specific exemption for excess-profits tax purposes;

(*e*) requested me to convey to the Congress the belief of the Board that additional funds should be given to the Federal Works Agency for advances to States and communities for construction planning;

(*f*) recommended that the extension of price and wage stabilization legislation should be expedited;

(*g*) favored the principles of wage- and price-stabilization programs and the continuation of the Office of Price Administration and the National War Labor Board as administrative agencies for the conduct of these programs;

(*h*) favored the passage of Senate Bill 511 providing for Federal Reserve System guarantees of business loans made by private banks;

(*i*) favored the extension of the life of the Smaller War Plants Corporation to December 31, 1946;

(*j*) endorsed my request to the Congress that members of the Advisory Board be exempted by law from the criminal and civil provisions of law covered by Sections 109 and 113 of the Criminal Code.

In addition, the Board unanimously approved informally the measures which I have taken to save electricity in night advertising, and to close places of entertainment at midnight. The Board was not meeting when the other conservation measures were taken prior to January 1.

The President has requested, at my suggestion, that the Advisory Board accept the responsibility for inquiring into the question of guaranteed wage plans. By resolution it has accepted this request and has assumed responsibility for studying and reporting on the feasibility of guaranteed annual wages. I have assured the Board that it will be provided with such funds and staff as are necessary for the undertaking of this study.

The full value of the Board cannot be measured by its resolutions. By sitting with it in its sessions I have had the advantage of the individual thinking of its members on many problems and have benefited from its discussions.

The resolutions adopted by the Board have received my approval. They have been embodied in the recommendations contained in my First Report, or in this Report, or have been placed in effect by administrative actions.

APPENDIX

Policies of Contract Curtailment, Nonrenewal, and Termination

By virtue of the authority vested in me by section 101 (c) 2 and pursuant to section 203 (c) of the War Mobilization and Reconversion Act of 1944 (hereinafter referred to as "the act") I hereby prescribe the following policies to be followed with respect to the curtailment, nonrenewal, or termination of war contracts.

1. *Basic policy.* Curtailments of war production or terminations of war contracts shall be integrated and synchronized with the expansion, resumption, or initiation of production for other war purposes and, to the greatest extent compatible with the effective prosecution of the war, of production for non-war use. In the planning and application of curtailments and terminations of war contracts, the paramount consideration at all times shall be the retention in war production, to such extent as may be necessary, facilities with a proven capacity to produce known and contingent future requirements. Subject to this overriding objective, disruption of the national economy should be minimized to the greatest extent practicable, by promoting maximum employment and equalization of the production load among all sections of the country.

2. *Curtailment and termination policies*—(a) *In general.* When curtailment of production in a procurement program by a contracting agency (as defined in section 601 (b) of the act) will require the termination of less than all outstanding prime contracts related to the program, each contracting agency shall retain in war production to such extent as may be necessary, those facilities which it has found from experience to be capable of producing required items of desirable quality at the desired schedule rates. The facilities so retained must be fully qualified and the specific principles of selection hereafter prescribed, shall be applicable only as between facilities so qualified. No contractor shall be disqualified simply because he is a small contractor.

(b) *Principles of selection.* As between qualified facilities each Contracting Agency, in selecting prime contracts for curtailment, nonrenewal or termination shall be guided, wherever applicable, by the following criteria until and unless hereafter modified or amended;

(1) *Effect on subcontractors.* To the fullest extent possible, the contracting agency should take into account the bearing of all pertinent factors upon subcontractors; for example, in regard to critical labor areas or the use of transportation facilities, the location of the prime contractors may be less important than the location of major subcontractors.

(2) *Costs.* Prime contracts affording lower unit costs to the Government should be retained where other factors are equal, but the obvious importance of this factor and the ease with which it can be applied must not result in disregarding other pertinent factors. As in the case of initial procurement, prime contracts may be retained even though involving higher prices than the contracts terminated, whenever necessary to give due weight to other factors. The cost factor will, however, grow in importance as manpower, transportation, and other shortages are overcome.

(3) *Facilities useful for other production.* (a) Facilities which can be utilized for other war production or for essential civilian production should be released in preference to terminating war contracts at plants not readily adaptable for such other production. In addition to physical facilities, the availability of engineering and other technical staffs able to effect speedy changeover should be considered in this regard.

(b) Where the released facilities will not be required for other war production or essential civilian production, preference should be given to those able to reconvert to other civilian production for which labor and material are available. This consideration may be particularly important where a war contractor is located in a single industry community dependent on the business of the contractor.

(4) *Financial condition.* Prime contractors requiring Government financial assistance in the form of guaranteed loans or advance payments at substantial credit risk may ultimately be of greater expense to the Government than prime contractors with a higher contract price per unit.

(5) *Government-owned versus privately-owned facilities.* (a) Prior to the defeat of Germany, in determining the priority of release between Government-owned and privately-owned facilities, consideration will be given to retention of maximum flexibility for the production of known or contingent future requirements.

(b) With the defeat of Germany, privately owned plants, not normally engaged in production of a military character, will be given first priority of release from war production in order to facilitate their reconversion to civilian production, due consideration being given to the wishes of the contractors. Government-owned plants will be kept in operation or reserve until their production is clearly no longer required for military needs. However, where a plant is located in an isolated section with no opportunity for displaced workers, the exercise of wise administrative discretion may prompt other action.

(6) *Location in critical labor areas.* Manpower shortages in critical labor areas designated by the War Manpower Commission as Group I or Group II Areas should be relieved by terminating war contracts for materials being produced in such areas to the greatest extent possible. Particular attention should be given to the location of principal subcontractors as well as prime contractors.

(7) *Performance.* (a) War contractors' records for meeting or anticipating required schedules should be reviewed.

(b) Reports of technical inspectors and other data indicating quality of product should be weighed.

(c) War contractors with a record of economic use of critical materials, machinery, and equipment and efficient utilization of labor should be retained in preference to those with a record of overordering or waste, or of labor hoarding, rapid labor turn-over, or excessive absenteeism.

(d) Where practicable, companies responsible for the development and engineering of specialized products will be retained in their manufacture in preference to those companies which are merely licensed for their manufacture.

(8) *Pro rata partial terminations.* Where all other factors are in substantial balance, a curtailment of war production by a contracting agency may be spread pro rata over all affected prime contracts by partial terminations. The possibility that the operations of some war contractors may be reduced below an economic production rate must, however, be taken into account in this connection.

(9) *Security.* The security factor should be considered, based on location and dispersion.

(10) *Smaller war plants.* Independent smaller concerns within the scope of the Smaller War Plants Act (Public Law 603, 77th Congress) should be retained to the fullest extent possible except where the prime contractor would elect termination in order to be released for permitted civilian production. Similar preference should be accorded prime contractors with a large number of subcontractors in the Smaller War Plants category.

(11) *Stage of completion.* War contracts not yet in production or in earlier stages of production should be terminated in preference to contracts nearing completion (in order to avoid waste in scrapping work in process and to reduce termination claims).

(12) *Stand-by facilities.* Facilities retained should have existing or potential capacity for production of known and contingent future requirements. Safeguarding of future requirements normally will require maintenance in operation of more than one source of supply for any important nonstock item.

(13) *Transportation.* The burden of transportation facilities should be minimized by retention of war contractors accessible to raw materials, purchased components and destination, in preference to contractors requiring cross-hauls or long-distance deliveries.

(14) *Type of contract.* Fixed-price prime contracts should be retained in preference to cost-plus-a-fixed-fee prime contracts, other factors being equal, where both types of prime contracts are outstanding under a procurement schedule.

3. *Administration of cutbacks*—(a) *Cutback planning by contracting agencies.* In reducing procurement schedules and terminating war contracts and in cases of nonrenewals, each contracting agency shall plan, to the greatest extent practicable, to achieve the following objectives:

(1) To shift any manpower, facilities, and materials released into other war production;

(2) To reduce or eliminate termination claims by enabling war contractors to change over to other production with minimum delay or loss of productive capacity;

(3) To provide prime contractors with notice of termination as far in advance of the cessation of work as is feasible and consistent with national security, without permitting unneeded production or performance, in order to enable the contractor and his employees to prepare for the cessation of work; to notify prime contractors of substantial changes in requirements as far in advance as is feasible, particularly where prospective changes involve major items such as ships, tanks, heavy-duty trucks, etc.

(b) *Clearance of cutbacks with War Production Board.* Pursuant to authority heretofore conferred on it by me as Director, Office of War Mobilization, on June 5, 1944, the Production Executive Committee of the War Production Board has established uniform policies and procedures with respect to the clearance by it of the proposed cutbacks and terminations of the contracting agencies (except subsistence and certain other programs specifically exempted by the Production Executive Committee), before such cutbacks and terminations are put into effect. The authority heretofore conferred on the Production Executive Committee shall continue to be exercised by it, or under its direction, until and unless hereafter revoked or modified by me.

4. *Consultation of agencies and parties in interest.* (a) The Chairman of the War Production Board shall formulate and put into effect such plan or plans as may be necessary and appropriate to provide for full and prompt consultation between the appropriate executive agencies (as defined in section 601 (a) of the act), the war contractors and the representatives of the employees of the war contractors for the purpose of obtaining the most effective use in other war production or in production for non-war use of facilities and manpower to be released through anticipated curtailments or terminations or non-renewal of war contracts.

(b) In the formulation of such plan or plans, under the authority hereby delegated, the Chairman of the War Production Board:

(1) Shall consult with the contracting agencies and the War Manpower Commission through the medium of the Production Executive Committee of the War Production Board and with such representatives of other parties in interest as he may determine;

(2) Shall provide for the execution of such plan or plans, to the greatest extent practicable, through existing administrative machinery such as the Production Readjustment Committee of the War Production Board, established by General Administrative Order No. 2–186 dated December 3, 1944, its affiliated agencies, and the Area Production Urgency Committees.

(c) Such plan or plans shall be submitted to me for approval by the Chairman of the War Production Board before being put into effect. Such submission shall be made no later than 30 days from the effective date hereof.

U. S. GOVERNMENT PRINTING OFFICE: 1945

JAMES F. BYRNES, *Director.*

THREE KEYS TO RECONVERSION

Production · Jobs · Markets

REPORT

TO THE PRESIDENT, THE SENATE
& THE HOUSE OF REPRESENTATIVES

By the Director of

WAR MOBILIZATION AND RECONVERSION

October 1, 1945

WHERE WE STAND ON RECONVERSION (October 1, 1945)

A Summary of What the Agencies Have Done, What the Major Policies Are, and What Problems Lie Ahead

FUNCTION	AGENCY	POLICIES		ACTIONS TAKEN SO FAR		FUTURE PLANS	CONGRESSIONAL ACTION NEEDED
		To Speed Production	To Promote Stabilization	To Speed Production	To Promote Stabilization		
CONTRACT TERMINATION AND SETTLEMENT.	Office of Contract Settlement and contracting agencies, War, Navy, Maritime, etc.	To terminate unnecessary contracts at once; to settle promptly; to assist in financing contractors pending settlement.		Contracts totaling $23,000,000,000 have been cancelled since August 14; settlement procedures set, personnel trained and made available; contractor personnel trained; interim financing system in operation.		Need for prompt filing of contractors' claims. Goal is to settle all cancelled contracts within a year.	
PLANT CLEARANCE.	Office of Contract Settlement, Surplus Property Administration, contracting agencies.	To remove Government-owned supplies and equipment speedily so as to permit rapid change-over; law requires clearance within 60 days.		Warehouse space acquired, very few requests for plant clearance not met in 60 days up to now.			
SURPLUS DISPOSAL.	Surplus Property Administration and disposal agencies—RFC (plant, equipment, planes), Commerce (consumers' goods), Agriculture (food), NHA (housing), Maritime (ships), State (property abroad).	To get surplus materials, equipment and plant into civilian use as fast as possible.	To relieve inflationary pressure by prompt disposal of consumers' goods; to avoid breaking markets by dumping.	Rules adopted to facilitate retention of inventories and equipment by contractor. Regulation on plant disposal, including leasing, issued; plants costing $32,000,000 sold, and plants costing $96,000,000 leased.	Continuous sales effort; consumers' goods costing $270,000,000 sold to date.	Must find lessees or purchasers of surplus plants. Must reconcile speed with desire to avoid breaking markets.	Legislation governing disposal of merchant ships and certain phases of foreign surplus.
PRODUCTION CONTROLS.	War Production Board.....	To eliminate restrictive orders promptly; to assist in breaking bottlenecks.	To prevent inventory hoarding and scrambles for scarce items; to encourage output of low-priced items.	Only 79 out of peak of 650 orders still in force; simple priorities system retained for breaking bottlenecks.	Inventory control retained, enforcement strengthened; controls kept on scarcest items; priorities assistance for low-priced garments.	Progressive elimination of controls as supply-demand position permits. Will maintain staff to break bottlenecks and enforce inventory orders.	Continuation of necessary authority under Second War Powers Act.
MANPOWER ASSISTANCE.	Labor Department, including USES and Retraining and Reemployment Administration; Federal Security Agency.	To encourage manpower readjustment, to strengthen employment service for bringing workers and jobs together.	To provide unemployment compensation on an enlarged basis during the transition.	All controls dropped; number of USES offices increased from 1,500 to 1,750; manpower agencies consolidated.	Unemployment benefits being paid by States.	Expansion and improvement of USES facilities, development of programs to retrain displaced workers for new jobs.	Increase in unemployment compensation benefits and coverage. Continued Federal operation of USES during transition and additional funds.
DEMOBILIZATION AND VETERANS' READJUSTMENT.	Army, Navy, Selective Service, Veterans' Administration.	To release men as fast as possible; to provide veterans with vocational guidance, education, financial and medical aid for his readjustment.	(Mustering-out pay, veterans' readjustment allowances and other benefits of GI Bill of Rights also tend to support purchasing power.)	Army and Navy schedules will release 9,700,000 men by June 30, 1946. Provisions of GI Bill of Rights being carried out. Information centers established. Veterans' Administration strengthened.	Benefits being paid under GI Bill of Rights.	Achievement of demobilization schedule will require maximum effort of Army and Navy. Veterans' Administration personnel and facilities must be expanded. USES must gear up its referral pace to demobilization schedule.	Clarification of veterans' reemployment rights. Liberalization of veterans' benefits.
PRICE CONTROLS.	Office of Price Administration.	To set reconversion prices promptly; to give needed price incentives to bottleneck breaking; to provide individual relief in hardship cases; to remove unnecessary ceilings.	To keep cost-of-living and general level of production costs stable.	Reconversion prices set for washing machines, other items; ceilings on 150 commodity groups lifted; special formulas for hardship cases, small business adopted. Some prices increased to encourage production.	Extends use of specific dollar-and-cents ceilings and pretiketing to aid enforcement. Tightening of eviction orders to strengthen rent control.	Enforcement of all necessary ceilings, step-by-step removal of ceilings on particular products where inflation pressure eases or which are not important in cost-of-living or production.	
WAGE CONTROLS.	Labor Department, including War Labor Board.	To minimize strikes; to permit wage adjustments necessary to attract workers into plants producing bottleneck items.	To reestablish collective bargaining while retaining control over wage increases which affect prices; to prevent wage deflation.	Labor-management conference called for Nov. 5. WLB authorized to grant increases necessary to reconversion.	Executive Order 9599 restored free collective bargaining while retaining control over wage increases which affect prices.	WLB to be terminated as soon after the conference as other means are developed to settle labor disputes.	Increase in legal minimum wage, now 40¢ an hour.
RATIONING.	OPA, Agriculture, PAW, WPB, ODT, SFA.	To remove rationing as soon as possible.	To restrain bidding for scarce, essential consumers' goods.	Rationing removed on gasoline, fuel oil, processed foods, naphtha, stoves, canned milk, cheese.		Remove or relax rationing as supplies of meat, sugar, fats and oils, etc., permit.	Continuation of rationing authority under Second War Powers Act.
AGRICULTURE.	Agriculture.	To readjust agricultural output to peacetime needs; reduction in some goals indicated.	To continue price support program for at least two years.	Reexamined food goals; removed about half of food controls; eliminated most set-asides for military needs.		To eliminate subsidies as rapidly as possible without upsetting markets. To develop a program of long-run agricultural readjustment to bring United States output into line with world supply-demand position.	
CONSTRUCTION PUBLIC WORKS.	OWMR Construction Coordinator, WPB, OPA, National Housing Agency.	To remove barriers to construction; to speed production of construction materials.	To prevent scramble for building materials, to curb inflation of prices of houses, to have a shelf of useful public works and to initiate noncompetitive projects when necessary to relieve undue local unemployment.	Controls lifted on all construction effective October 15; steps taken to break bottleneck in brick, soil pipe, other critical supplies.	Federal public works projects reviewed and a list of noncompetitive projects prepared; control of building materials prices tightened.	Needs machinery to carry out selective program of noncompetitive Federal projects; needs cooperation of State and local governments on public works, needs cooperation of builders, lenders, and purchasers on housing prices.	Additional funds needed for planning and construction.
FOREIGN TRADE.	State, Treasury, Foreign Economic Administration, Export-Import Bank, WPB, Agriculture.	To restore freedom of trade as quickly as possible; to protect domestic supplies and promote imports of scarce materials essential to reconversion; to help finance United States exports.	In particular cases to restrain foreign demands which might exert undue pressure on domestic prices.	Controls removed on 80 percent of exports; Export-Import Bank lending power increased.		Must determine essential foreign requirements and adapt program to domestic stabilization needs.	Additional financing.
TRANSPORTATION CONTROLS.	ODT.	To remove controls as rapidly as transportation load permits.		All controls on use of motor vehicles removed, most controls on rail freight traffic retained, ban on conventions lifted; special passenger trains may now be operated.			
FEDERAL TAX AND BORROWING PROGRAM.	Treasury.	To provide maximum incentive and financial basis for reconversion.	To provide tax relief, stimulating expenditures to extent consistent with restraint of inflationary pressure; to continue to sell bonds for anti-inflationary purposes.	Pre-VJ-day tax bill enacted.		Continued public support of borrowing program necessary to minimize inflationary sale of bonds to banks.	Prompt enactment of transition tax program which balances desire for tax relief with demands of anti-inflation program.
OVER-ALL PROGRAM.	OWMR, consulting with Advisory Board.	To assure that the policies and operations of the several agencies are in harmony with each other and with the basic objective of the period; to promote adequate advance planning.		Continued, in consultation with other agencies, to review the development and execution of the reconversion-stabilization program; Reconversion Working Committee of 25 agencies established for interchange and consideration of plans; Deputy Director for Production appointed in OWMR to expedite plant reconversion; reviewed cutbacks to assure termination of unnecessary work.		Must develop policies to meet new conditions which will arise as transition merges with longer-run post-war situation.	Legislation recommended in President's message.

LETTER OF TRANSMITTAL

OFFICE OF WAR MOBILIZATION AND RECONVERSION,
Washington, D. C., September 30, 1945.

The President.
The Honorable The President of the Senate.
The Honorable The Speaker of the House of Representatives.

SIRS: As Director of War Mobilization and Reconversion I hereby submit my quarterly report in accordance with the requirements of the Congress as set forth in the War Mobilization and Reconversion Act.

Since the last regular report of this office, I have made two interim reports on immediate reconversion work. They were "From War to Peace: A Challenge," issued August 15; and "The Transition: Phase One," issued September 6.

The present report deals with the pressing problems and the immediate policies of the transition period of our economy. My next quarterly report will deal with intermediate and long-term matters.

Respectfully,

John W Snyder

Director.

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I

FROM WAR TO PEACE

War dominated the American economy 3 months ago when this office submitted its third quarterly report to the President and the Congress. Though Germany had been overwhelmed 2 months earlier, the primary drive of this Nation was still to crush Japan and to maintain a high level of war production.

At that time, the output of civilian goods could be allowed to increase only gradually as munitions schedules tapered off. There was still not enough manpower, not enough materials nor industrial facilities to meet the combined war and civilian needs of our country.

This was the situation when, just 3 months after Germany fell—earlier than many had thought possible—Japan was forced to capitulate to our arms. In the interim, munitions production had been cut only 20 percent, the armed forces less than 1 percent. This combination of circumstances meant that we had not had time to progress far along the road to reconversion.

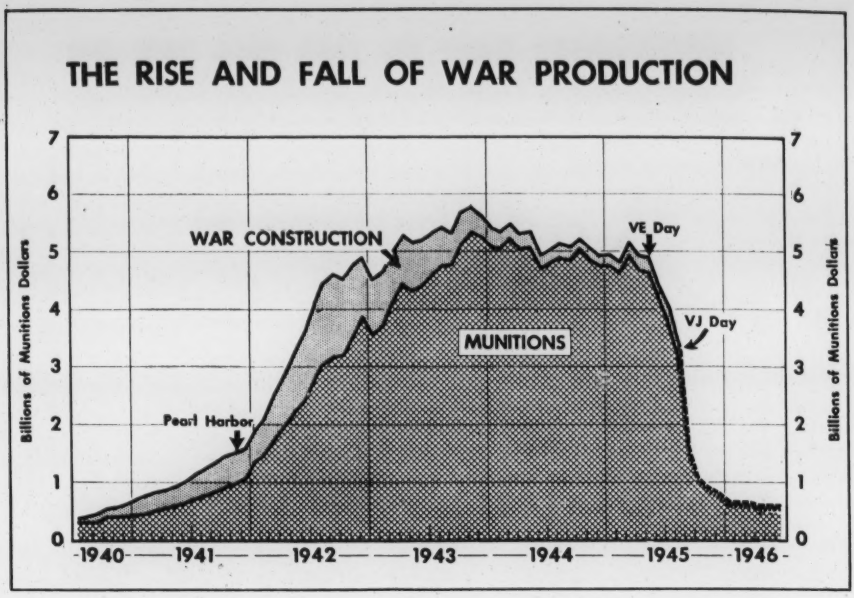
Our preparation for reconversion, however, was well advanced. Immediately on confirmation of Japan's surrender, the country and all branches of the Government acted promptly and boldly. There can be no doubt that thorough preparation by both business and Government has saved us months of time and billions of dollars; it will reduce the amount of our unemployment.

Simpler but Tougher

The collapse of Japan has simplified our problems in many ways.

After Germany's defeat we found it necessary to drive our economy in two directions at once. We were committed to maintaining our war production at a level three times greater than the maximum output of Japan. At the same time, we were pushing for expanded production of consumer goods which already were pouring from our farms and factories at a rate greater than this, or any other country, had ever produced during peace.

Japan's surrender abolished this "split" in our economy. It enabled us to devote all of our energies to reconversion.



Overnight, the United States economy swung to full demobilization and expansion for peace. This abrupt change of direction brought the inevitable shock of wholesale cancellation of contracts and disemployment. The extent of the switch-over can be seen from the figures on war production. (See chart: The Rise and Fall of War Production.)

The change in our munitions production, in terms of annual rates, goes like this:

	Billions
First half of 1945	**$56**
Just after VJ-day	**18**
End of 1945	***8**

Demobilization is proceeding fast. By the first of the year, men and women will be returning to their homes at a rate of over a million a month and, between VJ-day and next July, the armed forces will have released 9.7 million—the Army 6.7 million and the Navy 3 million.

The significance of these figures is not only the speedy return of husbands, sons, and daughters but also the release of vast resources and manpower which can now be devoted to a full production economy for peace.

In round numbers, the human effort devoted to war production or combat will have declined by the equivalent of 10 million persons in the period between Japan's surrender and the end of the year. During 1946, the equivalent of another 8 million will be released.

These are the statistics of our Nation's economic change over from war to peace. They represent a shock to our economy—the necessary

* Includes all costs, except subsistence, for armed forces in this country and overseas, such as maintenance, repair, clothing, plus experimental production.

first steps by which our energies and resources have been released for speedy reconversion and the expansion of our civilian economy.

An Economy of Mobility

With the rapid demobilization of industry and the armed services, we are emerging from a taut economy—in which manpower, materials and facilities had to be under a strict priority and allocation system—into an economy of mobility. It is no longer necessary to guide industry step by step, and to program production of many civilian items such as automobiles, refrigerators, railroad equipment and farm machinery.

There is now an ample supply of most of the materials and equipment needed for peacetime manufacture. There are twice as many machine tools in use as before the war; there is several times the aluminum capacity, many times the magnesium capacity.

Steel further illustrates the point. While the war was on, direct military requirements took half of the country's total production; and there was additional indirect military consumption. With peace, supplies available for civilians almost doubled—from 8,200,000 net product tons to more than 14,500,000 tons per quarter. This represents a 30 percent increase over the all-time high of peacetime consumption in 1929.

Some materials will remain scarce—tin and rubber, and to a lesser extent paper, pulp, textiles, and lead—but even these will be available for civilian use in increased quantities within a few months.

As to facilities, some plants will have to retool, some companies will have to add new machinery and erect new buildings to round out their existing plants, but for the most part industry is in a position to go into peacetime production promptly. In many plants minor rearrangement or readjustment will afford productive capacities well above prewar levels. The many Government plants—both large and small—also are available to private business and can add greatly to our productive capacity.

During the war we have increased our national output 75 percent and we have done so with 12 million of our strongest and youngest men and women in the armed forces. We have built entire cities; we have expanded our total plant almost 50 percent; made enormous strides in scientific development. No goal that we have undertaken in the great struggle we have passed through has been too great for our united strength.

To attain our peacetime goal of full employment we have the same national assets available—the plant and equipment, the skill of man-

agement, the wealth of raw materials, and, above all, the manpower with newly acquired skills and knowledge.

But before we can get our business economy once more on a high plane of production and employment we must make the switch-over from war to peace.

It took us nearly 4 years to build up our war economy to the point it had reached when Japan surrendered. Now we have the task of reconstructing a large part of it for peacetime use, **in a very much shorter period of time.** We are not seeking to go back to previous levels of employment or output. We are seeking to expand our output rapidly to 40 to 50 percent above former peacetime levels.

This opportunity is not likely to be repeated in our lifetime. It is a great challenge, and our Nation is meeting it with determination and vigor.

The Period of Paradoxes

We must recognize the fact that the transition to a stable and expanding economy will be marked by many abnormal situations. For instance:

1. After a brief decline, there will be a period when business is expanding, men are going back to work, and total employment is mounting. Normally, we should expect to see unemployment declining at a time like this, but high unemployment will persist through 1946. This is because men and women will be coming out of the armed services faster than industry can possibly reemploy them.

2. Several million of the persons who have worked during the war will retire permanently from the labor force, but in spite of this our total civilian labor force will be increased more than 5 million during the next year as the armed services demobilize.

3. Inflation and deflation will be at work simultaneously in different parts of the economy. For instance, there will be buyers for more automobiles than can be made for some time to come. This will also be true temporarily in the case of most other durable goods, as well as for some services and nondurable consumer goods, such as textiles. However, many of the nondurables will be in excess supply and subject to deflationary pressures since those whose earnings are reduced will be less able to maintain their purchases.

This simultaneous inflation-deflation holds the key to the rapidity and extent of reemployment. It is worth further scrutiny.

There is likely to be a market for all the durables that can be made—and more—in the immediate future. This applies to some nondurable goods as well. **Hence total employment in this part of the economy depends on how fast management and labor set in motion the country's industrial facilities, now greatly expanded over prewar levels.** In the coming months, the durable-goods industries will be unable to

reach their maximum employment, not because of lack of a **market** but because of **the time necessarily involved in organizing the flow of production.**

The under-employment in this part of the economy, however, affects demand for other consumer goods which are in plentiful supply and hence holds down total employment in consumer-goods industries. For example, if we could put additional millions of men to work within the next few months in the construction and durable-goods industries, their income and spending would provide added markets, and thus generate jobs in those industries where supply is not a limiting factor.

Many problems we face at this time are a direct outgrowth of the war. It is important to see precisely their nature if we are to take the right steps to deal with them.

Unemployment during the transition—due to the unavoidable lag in the expansion of peacetime industries—calls for different measures than if the same amount of unemployment were to occur a few years hence. It would be a mistake, for instance, to provide for transitional unemployment through a large public works program of a type which would compete for scarce materials with private construction. Instead, we must do everything to speed the expansion of private construction and undertake public works which do not drain away scarce items from private projects.

To deal with the unavoidable unemployment of the transition we must make adequate provision for unemployment compensation. The human needs of reconversion must be given at least as much attention as the needs of physical reconversion.

Production, Jobs and Markets

In spite of the difficulties of the switch-over period, our goals are clear, our strategy simple.

(1) A rapid expansion of peacetime production.
(2) Jobs for all those willing and able to work.
(3) Stable markets for business and agriculture.

Two things are indispensable to the attainment of these goals: first, the utmost in cooperation and teamwork among all of us—management and labor, business and farmer, Federal, State, and local governments; second, the successful support of economic stabilization.

Broadly speaking, our strategy is one of increasing peacetime production as fast as is possible. Production of both goods and services is the source of all employment. It is the basis of our standard of living.

In our country peacetime production is in the hands of the farmers, the businessmen, and the workers. Government is taking action and adopting national policies that will help them get the job done.

For that part of the economy which does not lack markets but needs manpower, materials, and additional plant capacity, **Government policies are aimed at helping business to get all three.**

For that part of the economy which cannot employ more workers because transitional unemployment or reduction in total wage payments prevents full development of markets, **Government policies are aimed at supporting income and markets.**

The Government's "Hold the Line" policy to prevent inflation is vital to the consumer and to business in both parts of the economy. Runaway prices would be disastrous to everyone. We must not allow that to occur.

THE WAY AHEAD

We are beginning the task of reconversion with many things in our favor. Cash, bank deposits, and Government bonds in the hands of individuals are estimated at more than $140 billion, or 3 times the highest prewar figure. The backlog of stifled wartime demand is huge. There is great need for housing, automobiles, washing machines, refrigerators, and all of the so-called "consumer durable" goods that have not been available for several years. Business itself needs millions in new plants and deferred maintenance and, in the main, has funds for these purposes.

Much depends on how fast these potential demands can be translated into production, sales, and jobs. Big as the backlog is, our economy cannot carry on out of accumulated savings alone. These savings are largely in the hands of middle and higher income groups. There are millions of families with little or no savings. The steady market that business and agriculture need to reach full employment must come chiefly from current wages and salaries.

There is much reason for optimism, none for complacency. And our optimism must be of a rugged variety, capable of looking at unpleasant as well as pleasant facts. Optimism based on ignorance or failure to foresee the difficulties that lie ahead is too apt to give way to quite unfounded panic.

There is every likelihood that business conditions during the next 6 months will be good in the sense that many businesses will be expanding and profits increasing. At the same time there will be substantial unemployment because it will take time, even under the most propitious circumstances, for business to absorb the millions of workers and veterans who will be looking for work. To reach full employment will require a longer period and the continued efforts of all of us.

There is a tendency for the optimists and the pessimists to form opposite camps, each decrying the other. I am firmly optimistic about the future. But I believe this optimism will be justified and

fulfilled only if each of us does his part. The Congress must provide the necessary legislation. The Executive branch must and will be as vigorous in its policies and programs to solve peacetime problems as it was in solving wartime problems.

Business and labor have an especially heavy responsibility. With progressive removal of limitations on collective bargaining, it is to be expected that there will be differences. These need not, and must not, be allowed to develop into a serious block to rapid reemployment. Both management and labor have the same long-run interest—more production, more sales, and more jobs.

The people of the United States expect each of these important groups to look at the other's side and to adjust differences in the interest of getting the job done.

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II

SPEEDING RECONVERSION

Our immediate goal for the transition period is clear. We are closing out war business as quickly as possible. At the same time, we are taking every action to speed reconversion and expansion to full peacetime production and full peacetime employment.

The President, in his message to the Congress, laid down the policies and program which the agencies of the Government are carrying out. It contains eight points:

"1. Demobilize as soon as possible the armed forces no longer needed.

"2. Cancel and settle war contracts as quickly as possible.

"3. Clear the war plants so as to permit contractors to proceed with peacetime production.

"4. Hold the line on prices and rents until fair competition can operate to prevent inflation and undue hardship on consumers.

"5. Hold wages in line where their increase would cause inflationary price rises. Where price ceilings would not be endangered, collective bargaining should be restored.

"6. Remove all possible wartime Government controls in order to speed and encourage reconversion and expansion.

"7. Keep only those controls which are necessary to help reconversion and expansion by preventing bottlenecks, shortages of material, and inflation.

"8. Prevent rapid decrease of wage incomes or purchasing power."

The steps that would implement these policies had been planned far ahead by the Congress and the executive agencies.

As far back as November 1943, this office initiated studies on the problems of postwar readjustment. Principles were laid down for terminating contracts, clearing plants, making loans to business, disposing of surpluses, and helping veterans and released war workers

to make prompt economic adjustments to a peacetime environment. Those principles aided the Congress in framing legislation. This office has worked continuously with all the Government agencies in developing coordinated reconversion policies and procedures. Just as the war program was the development of many minds and many hands so has been the reconversion program.

Before the capitulation of Japan, the heads of agencies met with me and made a final review of their VJ-day plans in open give-and-take discussion. When Japan surrendered, the plans of our Government were ready.

With the surrender, the Government swung into concerted action:

THE PRESIDENT:

1. Issued Executive Order No. 9599 which laid down broad policies to expedite reconversion and production expansion and to control prices and wages and directed the war agencies to carry them out.

2. Called on management and labor to confer on ways and means to minimize work stoppages during the transition and meantime to continue the no-strike, no-lockout pledge.

3. Submitted a program of needed legislation to the Congress, stressing 21 points for speedy reconversion, for a stable economy, and to help establish a prosperous future for our economy.

4. Sent to the Congress proposals to recapture appropriations and authorizations for war expenditures.

THE DIRECTOR OF WAR MOBILIZATION AND RECONVERSION:

1. Screened military programs so as to free maximum resources—manpower, materials, and industrial facilities—for civilian output.

2. Established an inter-agency Reconversion Working Committee, chairmaned by the Deputy Director for Reconversion, with responsibility for coordinating and carrying out the policies for reconversion.

3. Appointed a Deputy Director for Production with responsibility for expediting release and use of supplies by industry.

4. Maintained continuous reviews with the heads of key transition agencies—the Army, Navy, Maritime Commission, War Production Board, Office of Price Administration, the Office of Contract Settlement, War Labor Board, Agriculture, Labor Department, and others—of all their plans for integrating their programs and adjusting them to peacetime requirements. All agencies took promptly the necessary steps to start reconversion on its way.

III

EXPANDING PRODUCTION

The following sections tell in some detail how the various agencies have functioned to fulfill their parts in the program for swift reconversion, how they will operate to meet the emergencies of the transition period, and what they are doing to help the economy of the Nation toward expanding production and employment.

The work divides itself into two main categories, (*a*) the closing out of war business—cancelling and settling war contracts, clearing out plants, removing controls that are no longer necessary; and (*b*) the expediting of reconversion and expansion of production—channeling materials, facilities and manpower into peacetime use; expanding production of scarce items and preventing bottlenecks; preventing run-away inflation and yet supporting purchasing power for a steady and ample market.

Cancellation of Contracts

Before VJ-day, more than $38 billions in contracts had been cancelled by the Government agencies. This gave them, as well as businessmen, considerable experience with procedures.

In addition, the War and Navy Departments had freshly surveyed all their contracts, and divided them into three categories; (1) those that could be cancelled 100 percent; (2) those that could be cut back; (3) those that must be completed.

When the surrender of Japan was confirmed, cancellations went out swiftly—more than 100,000 overnight—and brought unnecessary war production to a halt. This promptness not only helped to speed reconversion, but also reduced the total cost of war by every minute of unneeded production that was saved. Government procurement in the United States was costing, at that time, more than $100 millions a day.

Orders for $23 billion in war goods were cancelled. Munitions production in September fell to a rate 60 percent below that of July. In December, the drop will amount to 80 percent, leaving only as much as is necessary for maintenance of the remaining armed forces.

Settlement of Contracts

Speedy settlement of contracts is essential to clearing the way for production. I am satisfied that settlement will be accomplished swiftly and efficiently under the program established and being carried out by the Office of Contract Settlement and the contracting agencies.

After Germany surrendered, the contracting agencies expanded their settlement staffs. Termination Coordination Committees, organized by the OCS and contracting agencies in key industrial centers, intensified their work. Training courses were expanded and repeated to inform businessmen fully on Government procedure. Increased personal contacts with contractors were carried on vigorously.

The record of accomplishment is good. The statistics of contracts settled show that. The mutually satisfactory way in which Government and business have handled this task is also indicated by these figures:

Although 157,000 separate terminations had been settled previous to VJ-day only 17 cases had been carried to the Appeal Board of the Office of Contract Settlement, and even fewer to the United States Court of Claims.

The statistics of settlement:

	Billions
Commitments cancelled previous to VJ-day	**$38.5**
Commitments settled previous to VJ-day	**23.6**

Of the $14.9 billion of commitments remaining unsettled on VJ-day, only $6.8 billion were cancelled previous to VE-day; the balance of $8.1 billion represented terminations during the 3 months between the surrender of Germany and the capitulation of Japan. By the end of August, the total of unsettled contracts reached $36 billion.

Up to July, contracts were being settled at an average rate of nearly $1.5 billion in cancelled commitments per month. This rate must be increased to $4 billion per month in order to achieve substantially complete settlement within a year.

The main problem currently in increasing total settlements per month is the slowness with which war contractors have filed claims. The machinery is ready, but businessmen must submit their claims before the machinery can function. I urge all those with cancelled contracts to file claims at the earliest possible moment.

Interim Financing: Settlement of claims is going forward swiftly, as I have indicated, but the Government realizes the importance to businessmen of having immediate financial resources for reconversion and expansion. Therefore, methods of providing funds, even before settlement, have been set up. So far, only about one in five of the

contractors who filed a claim has requested interim financing. • Mechanisms already in operation can handle a much greater volume.

Methods of interim financing, as set up by the Congress, include:

> (1) Advancing partial payments to contractors up to 90 percent of their claims; (2) Advancing partial payments on the basis of a gross estimate to a contractor who lacks time, or facilities, to submit a prompt, detailed claim; (3) Government guarantee of loans through commercial banks in anticipation of contract settlement. These, of course, supplement the usual means of private financing.

At the present time, there are outstanding advances of $144 million on cancelled Army and Navy contracts. Of this about $54 million was paid against about $205 million claimed.

Clearance of Plants

Prompt clearance of Government-owned property from war plants, to permit retooling and realignment of the facilities for peacetime production, is essential. Procedures established by OCS and the contracting agencies have been providing clearance in almost all cases within the time limit established by law.

Since June, requests for plant clearance each month have more than doubled. It is expected that the bulk of all remaining requests will come during the next few months. The Government is obligated to clear the plants within 60 days after a request is made. So far, the Government has been able to meet this obligation promptly. Of 5,757 clearances of inventories during August following cancellation of War Department contracts, 4,526 were completed in less than 40 days; of 1,250 clearances of Government-owned plant equipment used on War Department contracts, 954 were completed in 40 days and only 17 required more than 60 days.

One of the critical factors in plant clearance is space in which to store the property removed from the plants. During the past year the RFC has established storage facilities in the key industrial centers of the country. Further space is required, however, to handle the augmented inventories and equipment released by the end of the war. Use of space in Government war plants, where production has stopped, will meet most of the post VJ-day requirements, but their use for storage will not be permitted to hold up the sale or lease of these plants. The clearance situation is being reviewed constantly and additional space is being acquired in areas where shortages threaten to delay clearances.

Manpower for Expanding Production

Expanding peacetime production will demand increasing numbers of workers. Men and women are being swiftly released from war

jobs and from the armed services, a necessary first step toward reconversion for peace.

In the first month after Japan's surrender, the jobs of more than 4,100,000 workers were affected by cancellation of war contracts. Of these, 2,600,000 were laid off, while 1,500,000 others shifted immediately to peacetime production in the same plants.

After a peak of 1,600,000 in the first full week after Japan's surrender, lay-offs declined. Lay-offs of women were proportionately larger than those among men. Between VJ-day and the first week of September, total unemployment doubled to about 2 million. By next spring, with demobilization running at better than a million a month, unemployment may rise to about 8 million. The total will depend on how fast reconversion and expansion can be accomplished.

Finding Jobs: It is a prime aim of the entire country—business, Government, farmers, as well as workers—to get released men and women back to work as quickly as possible.

> **Since Japan's surrender, all resources of the Federal manpower agencies have been devoted to the task of bringing jobs and job hunters together quickly (1) by removing all manpower controls; (2) by accelerating registration of released workers and recording their skills; (3) by an aggressive drive to have employers list their requirements with the United States Employment Service so that displaced workers could be referred promptly to new jobs.**

The USES offices also are assisting in handling claims for unemployment benefits and are recruiting workers for industries which must be manned in order to break reconversion bottlenecks.

USES offices have on file more than 700,000 jobs, chiefly in wholesale and retail trades, service and construction, and in such manufacturing industries as food processing, textiles, and apparel. Nationally, such job opportunities total less than half of the number of available workers.

More than 800,000 persons were placed in jobs in August alone, but jobs and job hunters are not always in the same localities, nor do the skills necessarily match. To meet this situation, the USES maintains a Nation-wide clearance system through which workers may be placed in vacancies in other parts of the country.

A counseling service also has been set up to help applicants obtain jobs best suited to their particular skills and abilities. This is available not only to civilian workers but also to veterans and to handicapped persons who require special assistance.

Veterans: Special assistance is provided for veterans at (1) all local USES offices; (2) at Army and Navy hospitals for patients; (3) at Army and Navy separation centers.

The Veterans' Placement Service Board sets policies to help veterans who seek special employment counseling so as to utilize skills acquired in the armed services, or who seek work in which war-acquired disabilities will not handicap them unduly. Veterans' employment representatives, each one a veteran, are attached to USES offices with special counseling and training staffs. The service is similar at hospitals and separation centers. Each USES office also furnishes current information on all organizations which offer special services or benefits to the returned veteran. Aid to veterans is discussed in greater detail later (p. 36).

The USES offices are doing a vital and difficult job. Under Federal control, information is exchanged on a Nation-wide basis and the maximum amount of coordination is obtained in carrying out the policies and mandates of the Congress in regard to workers and veterans. The President has transferred the USES to the Department of Labor in a move to consolidate the manpower agencies for the difficult work ahead.

A centralized national chain of employment offices, operating under common policies and direction, is essential, if unemployed workers in one part of the country are to find job opportunities in another, or if employers are to find surplus manpower available for recruiting. This information, made available through Federal operation of the USES, is important to the swiftest possible reconversion and expansion of our economy. Therefore, the President recommended that the Congress continue the United States Employment Service offices under Federal control until the transition emergency is ended. I strongly support the President's request.

War Prisoners: All prisoners of war will be shipped home by early 1946. American workers will replace prisoners-of-war, now engaged in jobs outside prison camps, as rapidly as they are available, and the Secretary of Labor is continually reviewing work contracts for prisoners. Of the 414,000 prisoners of war in this country on September 1, about 140,000 were available for private employment.

Foreign Workers: In August, 175,000 foreign workers were employed in this country. By the end of the year the 68,000 Mexican and 15,000 West Indian workers engaged in non-farm work will have left the country. The Department of Agriculture also plans to return the 85,000 foreign workers employed on farms, though a few may be needed next year. Contracts for industrial work no longer are being renewed.

Expanding Supplies and Production

Materials: With the exception of tin, rubber, and a few other items, more of the raw stuff of manufacture is available right now for peacetime production that has ever before been used in this country

in even peak peace years. Steel capacity is 30 percent greater than 1929, top consumption year; aluminum capacity is many times greater than prewar; and production of lumber is expected to exceed 1939 consumption.

This ample supply results primarily, of course, from our huge wartime increases in all lines of materials production. They have been freed for peacetime use by the swift, concerted action of the Government agencies in cancelling war contracts and in removing unnecessary controls.

Production: In addition to other steps already cited, Government assistance to business in expanding production falls into three categories:

1. Retention and strengthening, where necessary, of controls over scarce materials.
2. Priority assistance to break bottlenecks.
3. Stabilization of wages, prices, and costs.

These purposes are being accomplished through actions of the War Production Board, the Office of Price Administration, and the National War Labor Board, under the guidance of the Office of War Mobilization and Reconversion.

The **War Production Board** has adjusted its control system to the needs of reconversion, removing those controls which restrict production but retaining others to assure that scarce materials and supplies flow into the most productive uses.

Two of the last broad controls were withdrawn by the War Production Board as of yesterday, September 30: (1) The former priorities were replaced by a new, much simplified system; and (2) the Controlled Materials Plan was cancelled.

By October 31, the War Production Board expects to have in force only 55 of a peak total of 650 orders and schedules over materials and supplies.

The WPB has taken general action to help industry in stepping up production as follows:

(*a*) Ordered its field staff to give special attention to enforcing compliance with inventory controls. These controls are intended to assure that scarce materials are not immobilized in excessive inventories but are used in current production.

(*b*) Forbidding duplicate orders on scarce materials.

(*c*) Revised and simplified its priority system. Priorities are being used to break bottlenecks in key reconversion products and to expand the production of scarce essential items, such as low-cost textiles.

(*d*) Gave free rein to industrial construction on August 14, 2 months before all other construction controls were lifted (cancellation of order L–41), and ordered its field staff to give spot assistance to industrial expansion.

The **Office of Price Administration** will continue to stabilize the cost of living and the general level of business costs. Consistent with this general policy, it will suspend price ceilings, product by product, as soon as this can safely be done, and will correct inequities or maladjustments in present ceilings which would impede reconversion. So far the agency has taken these actions:

(*a*) Removed from price control a list of products and services which are unimportant in the cost of living or in business costs. More will follow.

(*b*) Suspended or removed ceilings from products for which demand and supply are in reasonable balance. These include magnesium and primary aluminum ingot and castings, some industrial machinery and equipment, and automobile parts which are original equipment.

(*c*) Issued a "general rescue" order which permits a manufacturer who is operating at a loss to secure an adjustment which will permit him to cover costs. This order does not apply to reconverting manufacturers during the period of initial low volume production. It will help other manufacturers who for any reason are unable to operate under ceilings to stay in business during the transitional period of price control.

(*d*) Developed flexible reconversion pricing formulas designed to meet varying reconversion conditions. More than 90 percent of all business will continue now to produce and sell the same type of products as in war, but for those products which have not been turned out since 1941 or 1942, wartime pricing standards are not applicable.

The pricing formulas include—

First, any manufacturerer may sell at his 1942 ceiling price.

Second, any reconverting industry may request OPA to calculate an industry-wide "increase factor" based on increases in costs during the war, plus the industry's average rate of profit during a peacetime base period. This is added to the 1941 cost.

Third, relief for "hardship cases" when an individual manufacturer's costs have increased more than the average, or when the manufacturer's industry does not request an "increase factor", is provided on application. A similar formula is applied to the individual's 1941 costs and subsequent cost increases.

In addition, a special formula has been set up for reconverting manufacturers whose annual volume is below $200,000, and for new small manufacturers making peacetime products for the first time. Greater leeway is allowed on profit and, under an "automatic pricing" plan, each may set his own price and start selling in 15 days unless OPA meantime disapproves.

The **National War Labor Board,** acting under authority conferred in Executive Order 9599, is permitting voluntary increase in wages which do not affect price ceilings, and has thereby gone far toward reestablishing the normal procedures of collective bargaining. It will approve wage increases to correct inequities or maladjustments which would impede reconversion. Any rise in wages which would involve price increase must have the approval of this office.

The wartime activities of the War Labor Board in connection with wage stabilization and compulsory arbitration of disputes have been sharply curtailed and will be further diminished during the next few months.

Concerted Actions: All the agencies concerned are acting together to expand production. For example, not enough bricks and other clay products were being made to meet the needs of the important and expanding construction industry. The War Production Board had its field representatives visit plants and determine their requirements; priorities were given for needed machinery and equipment; the OPA granted a general increase in prices; the USES spotlighted the brick industry in local job referrals. Production, as a result, is picking up; but the Government will watch developments closely, and if additional action is needed it will be taken.

Financing Reconversion

The businesses of the country are, in general, in better financial condition than ever before in our Nation's history, but this does not apply equally to every individual business.

The Government has extended special tax relief to help finance reconversion. Under the income and excess profits tax laws, many corporations will be entitled to refunds of taxes during the reconversion period. The Tax Adjustment Act of 1945 advanced the time for payment of these refunds. All corporations which paid excess profits tax will receive a refund of that part of the payment which was originally earmarked by law as "savings." Corporations which suffer a loss or drop in income below their exemption level will also receive a refund of part of their wartime taxes. In addition refunds will arise from recomputation of accelerated amortization on war plants. Small business was assisted by an increase in excess profits tax exemption from $10,000 to $25,000.

The Government, as detailed previously, is making speedy settlement of contractors' claims on terminated war contracts. The Smaller War Plants Corporation is continuing its assistance to small manufacturers.

In addition, the Reconstruction Finance Corporation has instructed its 31 loan agencies throughout the country to act in cooperation with the Nation's commercial banks:

1. To finance plant reconversion and equipment or plant purchases or expansion; to finance surplus property purchases.

2. To make loans in anticipation of settlement of war contracts.

3. To lend money to assist veterans to finance businesses or farms.

4. To make commitments now for loans to be made at some future date so that industry may go ahead with reconversion and expansion plans.

5. To make an automatic guaranty of bank loans to industry up to 75 percent of a top total of $250,000 per loan; and to participate in industry loans to any amount.

Real estate mortgage loans, to aid in erecting new buildings for which there is real economic need, also may be made through the RFC Mortgage Company.

Economic Stabilization

The Government's program of economic stabilization has these prime objectives:

1. To prevent inflation and thus safeguard wage and salary income from dissipation in high prices.

2. To facilitate an orderly process of reconversion which would contribute to a high level of production and employment.

3. To help counteract declines in purchasing power due to disemployment in the munitions industries.

Anti-Inflation

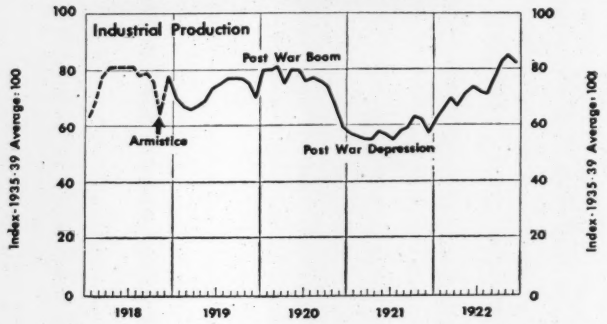
The last war serves as a warning of what can happen if prices, rents, and wage rates are permitted to go their own free way. The rise in cost of living did not stop with Armistice Day. Between the outbreak of World War I and the Armistice (52 months) prices advanced 62 percent, or more than 1 percent per month. Then from Armistice Day to June 1920 prices moved up another 29 percent, or 1.5 percent per month.

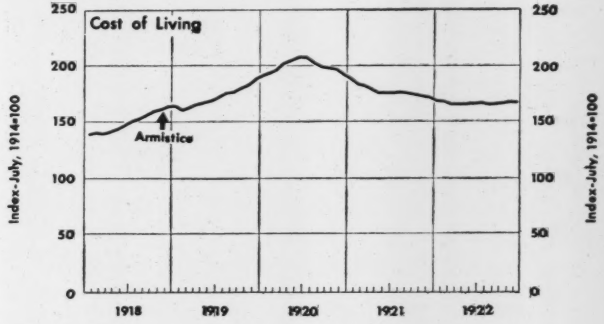
This time prices and rents have been controlled much better. During the 73 months since August 1939, just before Germany invaded Poland, the cost of living increased 32 percent, or an average of only 0.4 percent per month. Moreover, in 28 months since President Roosevelt's hold-the-line order was issued, the rise in the cost of living has been only 4 percent, or 0.1 percent per month.

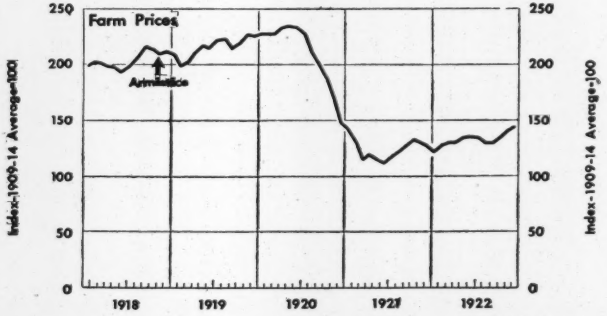
The constraint on prices this time is directly traceable to the stabilization measures taken early in the war. As far back as February 1941, price ceilings were put on machine tools. That was only a beginning. The Office of Price Administration put into effect its general ceiling on all prices in April 1942. Wage controls, rationing,

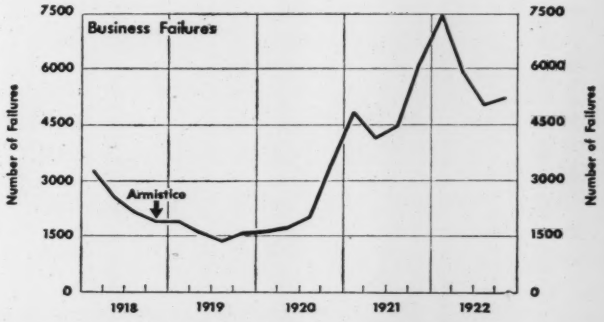
BEFORE AND AFTER ARMISTICE DAY, 1918

Post-war boom in production and prices was followed by sharp slump, and business failures soared.









and the Government's fiscal policy were all devised to attain and maintain economic stability.

Buying and Production: The problem during the war was clear: The Government was purchasing increased quantities of munitions and other supplies; employment was rising. But, because manufacturers were producing more and more for the Government, increases in output of civilian goods did not keep pace with the increases in consumer incomes. So it was necessary to exercise restraint over prices.

> **Today, notwithstanding the withdrawal of the Government from the market, inflation pressures still persist in certain parts of the economy. To release all controls might easily lead to a repetition of the 1919–20 boom and collapse. (See chart, Before and After Armistice Day, 1918.) Our objective, for the longer run, is a steady advance in production and employment. When we achieve a high level of production and employment, we do not want it followed by a sharp deflation and depression. We must keep price controls to prevent an inflationary rise in prices which would be the inevitable forerunner of collapse.**

Price stabilization has depended for its success on the work of many agencies and the meshing of many policies. When supplies of consumer goods were inadequate to meet demand, the Office of Price Administration, Department of Agriculture, War Production Board, Petroleum Administration for War, and other agencies undertook rationing of civilian purchases. Although its main purpose was to provide a fair distribution of goods, rationing also had the effect of curtailing demand and so reduced the upward pressure on prices.

Likewise when the War Production Board set limitations on production of certain products and allocated supplies of steel, copper, chemicals, and lumber to the most urgent war requirements, it restricted nonwar orders and so also let out some of the steam under prices.

Reconversion Products: Because the production of durable goods for consumers will lag behind demand for them, the Office of Price Administration must continue to keep such prices in check. As noted previously, a flexible pricing formula has been developed; it is designed to protect the consumer but at the same time to afford manufacturers, large and small, incentive to expand output rapidly and promptly.

Low-Cost Items: One of the major stabilization problems of the war period has been the disappearance of low-cost items. With a sellers' market in most products, manufacturers have tended to concentrate production on goods of higher quality which normally show

higher profit margins. This problem has been particularly acute in textiles. The special priority and price increases adopted earlier this year have not yet altered the situation.

There is no prospect that the sellers' market in textile products, particularly cottons and worsteds, will disappear for several months. Production for civilian use will expand, but demands will be very high, and inventories are dangerously low. It will therefore be necessary to continue for the present the WPB program of scheduling fabrics to producers of low-cost goods, and the OPA Maximum Average Price Orders which insure that each manufacturer produces low-cost as well as high-cost items. Some modifications, tolerances, and exemptions have been announced, but the program must continue until the return of a normal market makes competition effective. In the transition period, with millions of servicemen returning who require outfitting, millions of workers unemployed, and reductions in the take-home pay of additional millions in employment, it is even more important than during the war to insure an adequate supply of moderately priced suits, overcoats, dresses, shirts and shorts.

Rationing: Although Army-Navy demands have dropped, it nevertheless is necessary to maintain some rationing, allocation, and similar controls during the transition. However, as soon as supplies become sufficient, restrictions will be done away with. Thus rationing of gasoline, fuel oil, and canned goods have been eliminated by the OPA and point values on many foods have been reduced. Similarly, most WPB priorities and allocations have been eliminated; those that remain are confined to a comparatively few scarce materials and products.

Inventory Controls: As WPB releases materials from priorities controls, it is undertaking to expand its check-up on inventories. The objective is to prevent hoarding of supplies during the early stock-building phase of the transition. This will reduce price pressures on supplies and, even more important, facilitate reconversion and re-employment.

Export-Import Controls: In view of the inadequacy of the supplies of certain commodities throughout the world, the Government must undertake to distribute supplies fairly among the various foreign claimants, and ourselves. It must also prevent excessive demands which would either generate price pressure, or deprive some economies of essential materials and supplies. Therefore, some export controls to allocate foreign purchases will have to stay in force.

However, this is not a one-way proposition. The United States has obligations not to preempt world supplies of scarce materials. Therefore, it will be necessary to collaborate with other countries, through the Combined Boards, and in other ways, in apportioning world supplies of scarce goods, such as leather and tin. In order to carry out such international undertakings, we must retain a relatively

few import controls, including Government purchase of foreign supplies. These controls also help to make key commodities available on the domestic market at prices consistent with stabilization goals.

Certain other controls of a different type are necessary to enable us to provide critically needed supplies for the devastated countries of Europe and Asia. We may have to set aside for export a specific proportion of the output of some commodities, as we now do with textiles. In other cases, priorities may have to be granted for the procurement of relief and rehabilitation supplies. If this is not done, we may be unable to make good our international undertakings despite our grants of financial assistance.

Most export-import controls on specific items have already been dropped and the rest will go as quickly as world supply comes toward a balance with world demands.

Anti-Deflation

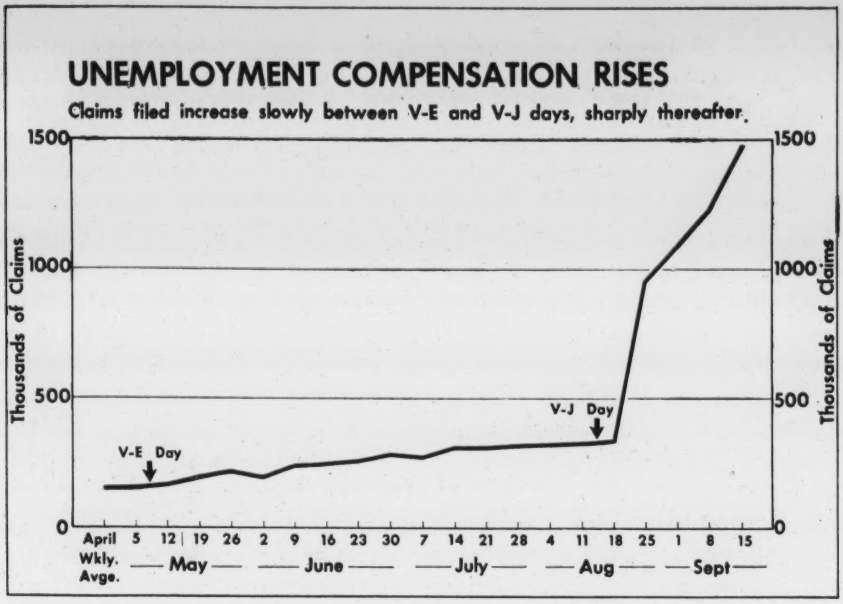
Notwithstanding the inflationary pressures in the supply-demand position for most goods, the outstanding economic fact of the reconversion period is that the Government is withdrawing from the market. Just before VJ-day, war expenditures amounted to about 42 cents out of every dollar of goods and services produced in the United States. By the beginning of next year, they will be down to 20 cents and by the end of 1946 to about 10 cents out of every dollar.

In gross figures, the Nation's output which during the first half of 1945 was at an annual rate of $206 billion—including $87 billion of war expenditures—will probably have fallen by more than $40 billion by the year's end.

The effects of this sharp contraction in Federal outlays have already been evident in lay-offs from war plants. As a direct result, for the first time in more than 6 years the national income—the money people have with which to buy goods and services—will slide off. That is bound to affect the general course of business and it poses one of the basic problems of the period.

The first requisite of supporting purchasing power is high employment. To that end, the Government has undertaken to speed reconversion and expand production. In addition, a program has been worked out to assist released war workers and discharged servicemen to find jobs. When jobs cannot be found—and unemployment during reconversion is unavoidable—unemployment compensation will help maintain consumers' purchases and thus minimize the effect of loss of earnings.

Unemployment Compensation: Reconversion lay-offs are reflected in a sharp rise in the volume of claims for unemployment compensation. The total number increased almost 200 percent to 961,000 in the



week following Japan's surrender. By September 21, 2,008,000 different individuals had filed claims for compensation, and about 1,516,000 of these were still claiming out-of-work benefits. (See chart: Unemployment Compensation Rises.)

But only 7 out of every 10 nonfarm workers are protected. Maritime workers, Federal employees, including those who work in Government arsenals, Navy yards, and other Federally owned and operated plants, and in some States employees in small establishments cannot collect benefits. It is discrimination to exclude such workers, who have served so well during the war.

Persons who drop from the labor market are not eligible for unemployment compensation, nor are persons who refuse "suitable" employment.

Difficult decisions must be made by claim handlers in determining whether a specific job constitutes "suitable" employment. In appraising suitability, such yardsticks as wage rates, occupation, skill, and location of job are taken into account. Sound public policy requires a careful balancing between extremes.

Take-Home Pay: As many industries shift back to a 40-hour week, take-home pay will shrink. The elimination of overtime work at premium pay will reduce unit labor costs. At the same time shifts in the volume and composition of output will alter manufacturing costs. Both management and labor must continuously explore the effects of these changes to determine progressively to what extent

there are cost reductions and, if so, to what extent they can be passed on either in the form of increased wage rates or decreased prices. This is an extremely difficult but important problem during the transition—one that the Government, labor, and management must solve in the interest of rapid reconversion and long-run stability. The wage earner's income is essential to a broad market for goods and services.

To meet the conditions of the transition period and to impart greater flexibility to the collective bargaining machinery, President Truman has authorized employers to grant wage increases voluntarily on the condition "that such increases will not be used in whole or in part as the basis for seeking an increase in price ceilings or for resisting otherwise justifiable reductions in price ceilings." Also the President authorized the War Labor Board to approve increases necessary to correct maladjustments or inequities which would interfere with the effective transition to a peacetime economy, even if a price rise results; such proposed increases, however, have to be approved by the Office of War Mobilization and Reconversion.

So long as wage controls continue, proposals of employers to reduce wage rates are subject to decision of the War Labor Board. Up until now these cases have been relatively few. But peacetime production has brought a set of new conditions as to type of product worked on, type of performance and method of payment, so that the number of such cases is increasing.

Higher Minimum Wage: One vital element in a program to maintain purchasing power and living standards is an effective minimum wage program. For the several million workers who still receive substandard wages, the reconversion period will bring special problems. During the war, overtime work and steady work have helped this group—but the legal minimum wage of 40 cents per hour is far too low to buy a decent standard of living.

When the Congress enacted the Fair Labor Standards Act in 1938, it set the goal of a 40 cent minimum wage as the first step toward assuring a minimum standard of income for all workers in interstate commerce. This goal has been achieved but due to the rise in living costs it provides no more real purchasing power than 30 cents did when the Act was adopted.

The President has termed the 40 cent standard obsolete—it should be substantially increased. Our ultimate goal should be to provide a minimum wage which will give all American workers a chance to buy a fair share of what we can produce. This cannot be done in one step—it will call for gradual progress over a period of years. But the next step must be taken now.

Taxation: Increased taxes have been an effective means of siphoning off some of the inflationary spending power of business and individuals during the war. Correspondingly, reduction of taxes during

the immediate transition period can be a potent influence against deflation. As pointed out by Secretary Vinson in the third quarterly report of this office, the modernization of our Federal tax structure and its integration with State and local tax policies is a key to all our efforts to reach full employment. Much work has been done in laying the groundwork for the postwar tax program by the United States Treasury and the Joint Committee on Internal Revenue Taxation.

Because a measure of this importance will undoubtedly take time to put into the form of a well-rounded program, it appears desirable to have an interim tax adjustment for the immediate future. I recommend for the consideration of the Congress the following three-point transition tax plan:

1. Repeal of the 3 percent normal tax on individual incomes. Removal of this tax would restore purchasing power to every person who pays an income tax and is particularly important in the low income groups.

2. Establishment of a definite date for the reduction of wartime excises to the 1942 level. In the absence of such action, these temporary excises will not come to an end until six months after the President or the Congress proclaim a formal cessation of hostilities. This reduction will also restore purchasing power to those groups on which the maintenance of mass markets depends. Further reduction of excises, desirable from a long-run economic standpoint, should await the consideration of a more permanent tax program.

3. Repeal of the excess-profits tax to become effective as of January 1, 1946. This tax was an indispensable wartime safeguard against inflation and profiteering. In peacetime, it acts as a brake upon enterprise and expansion. Its repeal would stimulate business expansion and make funds available for higher wages, lower prices, or increased dividends.

Public Works: Public works will also be a factor in creating employment during the reconversion period. The Government will resume construction of those urgent projects which have been deferred because of the war, and will initiate such new projects as have the greatest need and economic return. In general, types of construction which seriously compete with private industry for critical materials will be postponed until there is some slack in the construction industry.

In the meantime, the Federal agencies will continue their planning work to complete preparations for an enlarged public works program as needed to supplement private construction.

The Committee on Post War Construction has recommended that additional funds be appropriated to plan more Federal, State and local public works for the transition period. It is important that there be a large shelf of projects which can be started whenever the need arises.

At the present time, the Government has plans prepared for $1.5 billion in public works to be spread over several years. These include reclamation, flood control, veterans' hospitals, and others. This is exclusive of the authorized highway program, still requiring appropriations, which provides for some $500 million a year for 3 years to be matched by State and local funds.

State and local governments will be encouraged to undertake public works of the same type as the Federal Government. About one billion in such projects could be started in the immediate future. The $17,500,000 formerly provided by the Government to assist them in planning further works will be exhausted by October 15 and the President has recommended that additional funds be provided for this purpose.

IV

SEVEN SPECIAL PROBLEMS

Numerous special problems have arisen as a direct result of the war which require special attention in peace. These include (1) surplus disposal; (2) the stimulation of construction, especially home-building; (3) food supplies and agricultural adjustment; (4) transportation; (5) overseas supply; (6) demobilization of the armed forces, including aids to veterans; (7) scientific developments. They are discussed in the following sections.

Disposal of Surpluses

The real task of selling surplus war property began in earnest with the end of the war.

Primarily the Surplus Property Administration—the Surplus Property Board until late September—must stimulate maximum peacetime use of surplus war materials and properties. This responsibility is intensified as war plants, other capital equipment and a great variety of consumer goods are added to the growing pile of surpluses which before VJ-day were composed largely of obsolete and worn out aircraft.

In the last quarterly report of this office there was a brief description of the first nine major regulations of the Board. Since July, the formulation of basic policies by the Board has been almost completed by two other important regulations.

One regulation, designed to hasten disposal of surplus plants and their use for private peacetime production, establishes negotiated sale or lease as the normal method for disposing of plants; it provides for the mandatory governmental priorities and sets forth the basic policy of giving preferential treatment to local and small firms in contrast to national and large firms.

The other regulation now being prepared will permit distribution on generous terms of educational and medical supplies and equipment to non-profit and Federal, State and local governmental health and educational institutions. To implement this regulation the Board has allocated funds to the Federal Security Agency, Public Health

Service, and Office of Education to enable them to determine the relative needs of the various applicants for these surpluses.

This program speeds the disposal of medical and educational goods representing an original cost of hundreds of millions of dollars and will offer new opportunities for health and education to millions of people.

Prior to Japan's surrender actions had been taken by the Board to facilitate the exercise of veterans' preference as required by the act. By early August more than 3,000 applications from veterans for surplus war goods with which to establish themselves in businesses had been received by the Smaller War Plants Corporation. Procedures have been worked out so that veterans may purchase up to $2,500 in surpluses directly through SWPC, which as a Government agency can buy goods before they are offered to the public.

Inquiries from veterans have been rapidly increasing, particularly for machine tools and industrial equipment items. It is apparent that access to the accumulation of Government surpluses will afford one of the most potent and effective means of establishing thousands of new small businesses throughout the country.

Classes of Surpluses

Surpluses that are of immediate importance fall into four main categories:

1. Surplus industrial equipment and supplies and surplus war plants. The efficiency with which the Government carries out its program of surplus plant disposal may, for many years to come, be the rod by which the success of surplus property disposal is measured. Consumer goods are expendable; their usefulness is relatively short-lived. But a generation hence today's war plants can be producing goods for peace. The Government owns some 708,473 items of industrial equipment—about half of them machine tools—and it owns about 1,700 plants. The total cost was over $16 billion. Not all of these plants, not all of this equipment is usable in a peacetime economy; but a large part is. The utilization of this property is essential if we are to attain high level production and high level employment. Finally, putting these plants and equipment to work promptly will enable us to discard our wartime controls more quickly by increasing production to supply hungry markets and thus check inflationary pressures.

Of immediate interest are the large quantities of industrial supplies and raw materials—paper, steel, industrial diamonds—in Government stocks and contractors' inventories. Here the great problem is speed. There is an urgent demand for most of these supplies today. In use today they would speed reconversion and expand production; 6 months from now they will have far less value or utility.

2. Goods usable by civilian consumers. The demand for these goods at the present time is, of course, tremendous. The prompt sale

of these goods can be of real assistance in the stabilization program. The Commerce Department, charged with their disposal, promoted throughout September a vigorous sales program on a national fixed price basis. This class of surpluses has more than doubled since Japan's surrender, and at the end of August the Commerce inventory of surpluses stood at more than $323 million.

3. Surplus property abroad. There are billions of dollars worth of surplus installations and movable goods abroad. A good deal of this consists of combat items without peacetime utility; but there is a great amount of urgently needed equipment and supplies. The inventory of this material in Europe is now being completed. A considerable volume of material is already being transferred to UNRRA. Negotiations are going forward with foreign countries looking toward large sales on a Government-to-Government basis. Sales abroad must hurdle the great difficulty of a lack of dollars in the hands of the countries where the goods are most urgently needed. Accordingly, arrangements are being made under which in a number of countries local currency will be accepted in payment. This currency will be convertible over a period of years under agreed conditions. The Government is also exploring the possibility of receiving other benefits tangible or intangible in return for surplus property. One important organizational decision in this field has just been made. The State Department is to be designated a disposal agency and the function of the Army-Navy Liquidation Commission will be transferred to this Department which will also take over the Lend-Lease and UNRRA functions from the Foreign Economic Administration.

4. Merchant ships. The United States has the largest merchant fleet in the world, far beyond our normal needs. Disposal of surplus ships must await passage of new legislation.

There will, of course, be other large categories of surpluses: (1) military construction, such as airfields, cantonments and bases; (2) war housing, including living accommodations for war workers and community facilities such as hospitals and schools built as Federal projects; and (3) aircraft. There are already in inventory unsaleable airplanes costing about $2,373,000,000. These will be scrapped.

Disposal Progress

Surpluses by the end of September totalled an estimated $5.6 billion—of which some costing $647 million had been disposed of for around $344 million—as indicated by the following summaries:

Surplus property account, all agencies

[In millions of dollars]

	July	August	September (estimated)	Cumulative through September (estimated)
Declarations	$459	$468	$2,077	$5,637
Total disposals (at original cost)	41	57	74	697
Sales	40	53	63	647
Leases, loans, donations	1	4	11	50
Inventory, end of period	2,526	2,937	4,940	4,940
Received for sales	13	14	16	344
	Percent	*Percent*	*Percent*	*Percent*
Ratio: Selling price to cost	32	26	25	53

Net declarations

[In millions of dollars]

Agency	July	August	September (estimated)	Cumulative through end of September (estimated)
Reconstruction Finance Corporation	383	234	1,457	4,313
Aircraft	345	193	813	3,055
Non-saleable	319	183	479	2,373
Saleable	26	10	334	682
All other	38	41	644	1,258
Commerce	53	164	420	992
Other agencies	23	70	200	332
Total	459	468	2,077	5,637

Original cost of items sold

[In millions of dollars]

Agency	July	August	September (estimated)	Cumulative through end of September (estimated)
Reconstruction Finance Corporation	28	30	35	359
Aircraft	15	17	20	142
Other	13	13	15	217
Commerce	11	21	25	267
Other agencies	1	2	3	21
Total	40	53	63	647

Inventory at end of period

[In millions of dollars]

Agency	July	August	September [1] (estimated)
Reconstruction Finance Corporation	2,298	2,499	3,910
Aircraft	1,927	2,101	2,894
Nonsaleable	1,711	1,894	2,373
Saleable	216	207	521
Other	371	398	1,016
Commerce	180	323	718
Other agencies	48	115	312
Total	2,526	2,937	4,940

[1] September estimated totals are cumulative totals.

A great many amendments to the Surplus Property Act of 1944 have been proposed. Recently, upon recommendation of the President, the Congress provided for a single Administrator to replace the three-man Surplus Property Board; under this amendment the essential policy decisions can be made more easily and promptly and can keep pace with fast-moving changes in the surplus property disposal job.

The techniques and procedures for handling surplus property have improved greatly in the last 3 months. The results of this improvement will show in the next quarter.

Housing and Construction

The construction industry can be a great additional source of jobs and investment in our economy. It will be slow in reaching the high level that is ultimately expected—as much as $12 billion to $15 billion a year—but some increase in building is already begun.

To assist builders and their supply industries to get started quickly, the War Production Board has revoked Order L–41, effective October 15. This order formerly restricted building of houses and other construction. Previously, the WPB had lifted all controls over industrial construction and ordered its field staff to give special spot assistance to speed all such projects.

Demand for new houses is expected to exceed supply for some years. Home construction lagged during depression years and has been far below needs during the war. In addition, millions of veterans will be returning and there has been a 17 percent increase in the number of marriages between 1940 and 1944.

Private house building is already under way. During the third quarter, 1945, while L–41 was still in force, 72,000 new homes to cost $8,000 or less were authorized and started under National Housing

Agency priorities. With relaxation of controls, construction of more than 85,000 houses is expected to start in the fourth quarter. Estimates are that over 400,000 homes will be begun in the coming year.

Until early 1946, some difficulties may well occur in obtaining certain supplies and building materials. While this situation continues, price ceilings and inventory controls will be kept in force to assure fair distribution and to encourage builders.

In order to combat inflationary dangers, as well as to lend all possible assistance to private construction, the Government will—

1. Through inter-agency action undertake an active campaign to increase the supply of scarce building materials and, if necessary, grant price and wage increases and priorities to break bottlenecks.

2. Strengthen inventory controls to prevent hoarding of building materials so that building will not be delayed by artificially created shortages.

3. Strengthen price control of building materials to counteract inflationary pressure.

4. Do everything possible to discourage excessive and unsound lending on mortgages and enlist voluntary cooperation of banks and other lending institutions to minimize the danger of inflated prices due to excessive demand.

5. Call representatives of industry groups including real estate, building supplies, and construction to Washington to map out a voluntary program to increase quickly the production of all materials and facilities needed for an expanded home-construction industry, and also to help fight inflated building costs and real-estate prices.

6. Provide, through the National Housing Agency in conjunction with industry representatives, an information and advisory service on home values available to any prospective home buyer regardless of whether Federal assistance in financing is involved.

Food and Agriculture

Three months ago there was considerable anxiety about food shortages. Since Japan's surrender, the situation has improved substantially and the prospect is for adequate supplies of most foods.

There are three main reasons:

1. Since VJ-day military requirements for food have been cut about 40 percent and gradual additional cuts over the next few months will turn back considerable quantities of various foods to civilian channels.

2. The weather has been such that the food production this year will almost equal the records of 1944 and 1942.

3. Changes in Government programs had accomplished some improvement in the meat situation even before VJ-day. These changes, as outlined in the last report of this office, were made about 3 months ago and altered subsidies to cattle feeders and set-aside quotas. The result was a better distribution of meat, making more available to large cities at some distance from areas of production. In addition, the present program is encouraging the feeding of cattle to heavier weights which will tend to increase total output of meat.

The easing of the general food situation which resulted from these three factors has made it possible for the Government to relax many food controls. The Office of Price Administration since VJ-day has discontinued the rationing of canned milk, canned fruits, and vegetables and cheese. The point values for meat, butter, and other foods have been lowered. In addition, the Department of Agriculture has been able to drop about half its orders regulating the distribution of food by processors and dealers.

Some foods still are relatively short, particularly sugar, fats and oils.

Sugar: World sugar stocks are still low and rationing is necessary, but the situation may ease by next spring if the Cuban crop is good. Also helpful is the fact that the beet-sugar crop in the United States this fall is expected to reach 1,350,000 tons, in comparison with less than 1 million tons produced last year. Beet sugar from this larger crop will be on the Nation's tables by next spring.

Fats and Oils: The world shortage of fats and oils is expected to continue until the middle of 1946, though supplies will increase just as soon as imports of copra and oils can begin to flow from the Far East.

With this improved food situation at home, it is very important that immediate arrangements be made to supply foods to the liberated areas of the world where the need continues very great, especially to Europe and to parts of Asia. Food supplies already in the pipe lines under Lend-Lease authorization, which was discontinued after VJ-day, are currently going forward on cash or credit terms. But these supplies will not last much longer.

Further assistance can be provided through our contributions to the United Nations Relief and Rehabilitation Administration and by loans to foreign governments to help them buy in this country. As a temporary measure, I have authorized the Commodity Credit Cor-

poration to purchase certain foods that were under Army contract, mainly meat and dairy products. These will be made available to UNRRA and to foreign governments when the necessary financial arrangements have been completed.

Program: We have a three-way program for food and agriculture—(1) to make sure that all groups of the American public have access to good diets; (2) to produce foods for distressed liberated areas overseas; and (3) to assure that farmers continue to have good incomes from continued high output.

Our farmers have accomplished a prodigious job during the war, despite shortages and the loss of workers to war factories and to the armed services. The Government has promised to support farm prices and farm income in the transition period. This promise must be carried out fully. But it must be done in ways that leave farmers free from unnecessary restrictions, that provide good diets for American families, that enable us to keep export outlets for staple crops, and that avoid the piling up of excessive surpluses.

During the postwar period of readjustment, some farm prices are quite likely to be out of line with realistic supply-demand prospects. The Government must therefore undertake to induce farmers to direct their energies away from certain products that were needed for war purposes and into products that will be needed to maintain a high and stable rate of consumption in peacetime. The problem bears directly on the long-term stability of agriculture.

Transportation

Since VJ-day, the load on the American transportation system has eased considerably. Unrationed gasoline which permits unrestricted use of private automobiles, combined with decreased military movements, have relieved the burden on railroads.

It is now estimated that for 1945 the railroads will carry a total of 665 billion ton-miles of freight—10 percent below 1944; and 87 billion passenger miles—9 percent below last year's peak load.

Further declines are expected in 1946, taking passenger traffic approximately to the levels of 1941–42 and freight traffic during the first 6 months of next year 35 percent below 1944. Rising production of civilian goods should increase traffic considerably in the latter half of the year.

Most of the wartime restrictions on transportation have been lifted by the Office of Defense Transportation. It is anticipated that after November 1, 1945, the only wartime controls still necessary will be (1) to assure an adequate supply of railroad passenger equipment for demobilization of the military forces; (2) to avoid freight congestion at the ports; (3) to assure an adequate supply of freight cars by regulations on loading.

Rationing of new trucks and commercial vehicles will be discontinued on November 1, although preference must be given to transfer certificates through November 30.

Overseas Problems

The reconstruction needs of foreign countries, particularly the liberated areas, are large. They need great quantities of our equipment and goods that they can use in the next few years. The more they get and the more quickly they get it, the more rapidly can they begin to reestablish their economies on a sound basis; the more rapidly, also, can the whole world look forward to general economic recovery, expanding trade, and high levels of employment.

The immediate problem is how to provide a steady flow of goods and equipment in spite of the inadequacy of the current resources and earnings of war-torn areas to finance their tremendous import needs. Financial settlements are also basic to any reestablishment of full world trade. Great Britain, although never invaded, has ended the war with a very serious financial problem. Unless—with our assistance—it is solved, Great Britain and the sterling block cannot become full participants in world trade. Prompt and decisive action in this field are necessary. During the war, Lend-Lease provided the essentials. With Lend-Lease no longer in the picture, several financial devices are possible:

(1) **There remains to be appropriated to UNRRA for the current year an additional $550 million out of funds previously authorized, and the Congress soon will be asked to contribute $1,350,000,000 more for the year beginning next January.**

(2) **Goods that were on order under Lend-Lease on VJ-day can be obtained by certain foreign governments on special long-term arrangement, but such supplies are small compared with total requirements and most Lend-Lease governments had no such arrangements.**

(3) **The lending power of the Export-Import Bank was recently increased from $700 million to $3.5 billion. But it now appears that authorization for a still greater amount will be necessary.**

(4) **The new International Bank for Reconstruction and Development will help, but it will not be functioning for some time.**

(5) **Special over-all financing programs must be worked out, with appropriate congressional authorization, with Great Britain and perhaps certain other major countries.**

Many countries desiring goods and equipment from the United States will have gold and foreign exchange to spend for a portion of these goods. However, these gold and foreign exchange holdings are unevenly distributed among the nations of the world, so that many countries most desperately in need of goods and equipment have little or no cash resources on which to draw.

After the transition period is over and the world is back on its feet economically, foreign countries again will have goods for sale abroad and will still want large quantities of American products. It appears likely that, with a high level of employment, we can look forward to exports and imports at levels much higher than in even the best of the years before the war. These higher levels are more likely to be achieved if we continue along the road of alert international trade and financial policy.

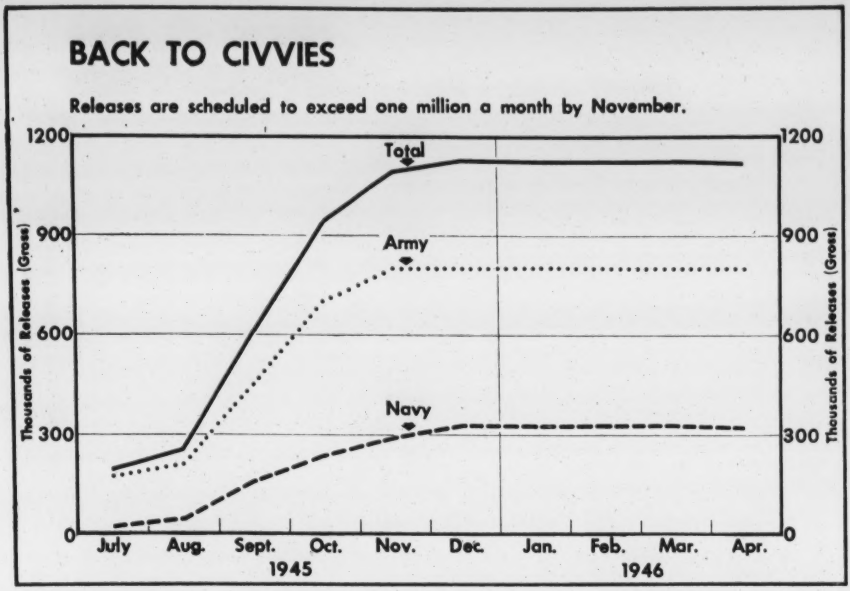
Demobilization and Veterans' Rights

Demobilization of the men and women of the armed forces is being increased rapidly. During September, about 600,000 men and women have been returned to civilian life although, at the beginning of the month, the scheduled number was 443,000. The Army has scheduled the release of 6.7 million men and women and the Navy of 3 million between VJ-day and June 30, 1946. A rate of a million a month will be exceeded by November, as a result of a recent step-up in the Army's scheduled discharges. (See Chart: Back to Civvies.)

In both services, releases are based upon an announced point system. Though the two systems differ in detail, in general both provide that older men and women, those with the longest service, and most overseas service, and those with persons dependent on them, shall be discharged first. Special consideration is given to hardship cases. Doctors and nurses are being returned to this country for demobilization by the fastest possible transportation. In the Army, the number of credits required under the point system will be regularly reduced; then, during the winter, done away with. At that time, all who have served 2 years or more will be eligible for discharge.

The services will require 75,000 recruits monthly as replacements to release veterans of long, or combat, service. Two recommendations are before the Congress to accomplish this purpose—one to encourage volunteers and one allowing induction of men for 2-year periods. The current Selective Training and Service Act expires next May and action must be taken by the Congress to assure the necessary replacements.

The rapid demobilization of the armed forces between now and mid-1946 will test the effectiveness of our program for assistance to veterans and our adminstrative machinery for carrying out these programs.



The stepped-up plans of the Army and Navy will place a heavy load on all agencies concerned with veterans' programs—the Veterans' Administration, the United States Employment Service, the Retraining and Reemployment Administration, and the Selective Service System.

The basic administrative machinery for handling the various programs already exists, and action has been taken to strengthen it for the task ahead;

1. A general reorganization of the Veterans' Administration has been announced, and personnel are being recruited as rapidly as possible to deal with the fast swelling volume of claims and applications for various types of benefits and assistance.

2. Transfer of the United States Employment Service and the Retraining and Reemployment Administration to the Department of Labor, announced by the President on September 18, will permit greater integration of the programs dealing with retraining and reemployment of veterans and nonveterans alike.

3. The facilities of the Veterans Information Centers have been strengthened in recent months. There are now about 8,000 such centers operated by the Veterans' Administration, the United States Employment Service, and Selective Service local boards, as well as some 1,500 community information centers established by the Retraining and Reemployment Administration in cooperation with local communities.

Through legislation and through action of the executive agencies, a comprehensive program for aid to veterans has been developed. Under the so-called GI Bill of Rights, grants are available to veterans

who wish to return to school, and there is provision for guarantee of loans to qualified veterans who wish to purchase homes, farms, or businesses. Pensions and special vocational training rights are available to disabled veterans. Medical and hospital care are provided to those who need it, and unemployment allowances of $20 per week are paid, for periods as long as 52 weeks, to those veterans who are not immediately successful in finding civilian jobs.

Comprehensive as these programs are, they still need to be clarified and liberalized in some respects by appropriate legislation. The Veterans' Administration has recommended a number of amendments designed (1) to provide better hospital and medical care; (2) to improve the provisions relating to vocational rehabilitation and education; (3) to liberalize the loan guaranty; (4) to increase benefits for disabled veterans; and (5) to liberalize the National Service Life Insurance Act. These will no doubt receive prompt and favorable consideration by the Congress.

If the Congress grants increased benefits to unemployed civilian workers, then the similar allowance paid to unemployed veterans should be brought in line with the new standard established. In addition, technical improvements in other features of the readjustment allowance program are needed to avoid inequities.

The most serious flaw in the present program for aid to veterans is the uncertain status of veterans' reemployment rights under existing legislation. Under the Selective Training and Service Act these rights cease to exist upon a declaration by the President or the Congress that hostilities have terminated, and in any case not later than May 15, 1946.

Legislation to assure the continuance of reemployment rights for veterans should be speedily enacted. Since the present provision is ambiguous and inequitable in some respects, the exact nature of the rights provided in the new legislation should be very carefully considered.

Release of Scientific Information

During the war over $2 billion was expended by the Federal Government for research and development projects related to the national defense, and another $2 billion in experimental production. The scientific advances thus achieved have benefited almost every field of endeavor. Wartime security made it necessary to keep secret all information regarding many of the most valuable developments. In most cases that need no longer exists.

The fruits of the work done in Government laboratories or with the aid of Government funds are of the highest importance to the future of science. In the hands of industry and agriculture these new products and new methods should

prove a potent factor in speeding reconversion, in opening opportunities for new industries, new skills, and additional employment.

Important advances in science and technology were also recorded in enemy countries during the war years. As liberation and occupation progressed, vast scientific and technological data were gathered by the missions from Government agencies operating in the field. A relatively small portion of this enemy scientific and industrial intelligence has thus far been studied and analyzed; yet it already is clear that this information also will prove of the greatest value to American science and industry.

To assure the prompt release and dissemination of both types of scientific data described above, the President has issued two Executive orders, Nos. 9568 and 9604, establishing a Publication Board under the chairmanship of the Director of War Mobilization and Reconversion. Other members of the Board are the Secretary of Commerce as vice chairman, the Attorney General, and the Secretaries of Labor, Agriculture, and Interior. Provision has been made for liaison officers from the Army, Navy, Office of Scientific Research and Development, and National Advisory Committee on Aeronautics.

Functions of the Board are to—

1. Recommend to the War and Navy Departments the prompt release of all scientific information where such release will not jeopardize national security.
2. Assure the speedy, full, free, and public dissemination of this scientific information.

The Director of War Mobilization and Reconversion has delegated to the Secretary of Commerce, as vice chairman of the Publication Board, all operating functions under both Executive orders. To carry these out, the Secretary has established, within the Department, the Office of the Publication Board.

Because of the great mass of material, it cannot be assumed that all data can be made immediately available to business, industry, and academic institutions. However, the Office of the Publication Board is expediting the work and hopes to accelerate the flow of information before the end of the year. Inquiries for specific categories or areas of information may be directed to the Office of the Publication Board.

As a measure to stimulate future scientific research and development, the President has recommended to the Congress the establishment of a central Federal research agency. It is important that a single coordinating control over such work be instituted in order to achieve a national research policy and a balanced Federal research program.

Such a Federal research agency would have these functions:

1. To promote and support fundamental research and development projects in all matters pertaining to the defense and security of the Nation.

2. To promote and support research in the basic sciences and in the social sciences.

3. To promote and support research in medicine, public health, and allied fields.

4. To provide financial assistance in the form of scholarships and grants for young men and women of proved scientific ability.

5. To coordinate and control diverse scientific activities now conducted by the several departments and agencies of the Federal Government.

6. To make fully, freely, and publicly available to commerce, industry, agriculture, and academic institutions the fruits of research financed by Federal funds.

V

ON OUR WAY

It is too early to make a definitive progress report on reconversion. The first 47 days since the capitulation of Japan have been devoted largely to clearing the decks—cancelling contracts; clearing plants; laying off and rehiring war workers; taking on help in retail stores, service industries, and the like; retooling and rearranging assembly lines. But that in itself is progress—the progress of making ready.

In this initial period, reconversion statistics—on how many automobiles have been made or how many refrigerators—are not meaningful. What is important is not industry's production today, but what it will be tomorrow.

The test of reconversion will be jobs—how rapidly the economy absorbs released war workers and returning veterans. Two factors modify the task of reemployment:

1. Not everyone released from a war plant or from military duty will be a job hunter. During the war, the labor force was swelled by some 7 million "extra" workers—housewives, retired men and women, and younger workers of school age. Some were drawn in by high wages, including premium overtime pay; many women with their husbands in service wanted to work to help win the war. Before VJ-day possibly 1 million of these "extra" entrants into the labor force had withdrawn. Now that the war pressure is off, now that servicemen are returning and will find jobs, many additional "extra" workers will no longer wish employment. Already there is evidence that women are leaving the labor force for their homes. Also many returning veterans will desire additional schooling.

2. During the war, with labor scarce, the 48-hour workweek was generally in force. Fewer workers were spread over more jobs. Peace has reversed the process. The workweek is being reduced and more jobs—along with more leisure—are being created. Furthermore, the metal-fabricating industries are rapidly expanding. And the industries which were starved for workers during the war—laundries, bus lines, retail stores, and the service trades generally—are hiring people.

Yet it is unlikely that economic absorption of workers—either through retirements from the labor force or increased employment—

can keep pace with the demobilization of troops in the next 6 to 9 months. We must face the fact that substantial unemployment lies ahead.

Some Other Problems

That, in itself, will not stamp reconversion successful or unsuccessful. It takes time for industry to turn around—to stop work on munitions and retool for work on peacetime products. During the change-over, unemployment will unavoidably increase. And there will be many difficulties and problems. The shift from war work has caused reductions in the take-home pay of workers. Many businesses which have lost war contracts will have to struggle to rebuild volume. And it goes without saying that for those who are unemployed, the months ahead will be trying and discouraging. Jobs will not always be in the right places or of the right types when workers need them.

That forces the country to emphasize, as a human necessity, uninterrupted and rapidly expanding production. Though we cannot avoid all unemployment, we can make it as short as possible. If industry is expanding—if jobs are opening up—then returning servicemen and discharged workers will not be out of work for long.

That is why this office and other Government agencies are placing so much emphasis on getting production moving; on breaking bottlenecks; issuing priorities to key reconversion industries; and making sure that all businesses—large and small—have equality of opportunity in getting supplies and materials and in creating jobs. Management and labor, however, must both participate.

Management and Labor

The President has placed the War Labor Board, the United States Employment Service, and the Retraining and Reemployment Administration in the Department of Labor so as to coordinate the activities of these various agencies and to expedite reemployment. But a necessary part of such expedition is the prompt, peaceful settlement of labor-management differences over wages, conditions of employment, and the like. To say more would be to underscore a reconversion "must" that needs no underscoring.

Legislation

In the final analysis the character of reconversion will be determined by the Congress.

In what has been said in this report the need for legislation was both explicit and implicit at many points.

The President in his report to the Congress on September 6 set forth, in a comprehensive 21-point program, the economic and human needs for reconversion and the legislation needed to carry out the

program. Accordingly, no useful purpose could be served by repeating the individual points here. The importance and urgency of legislation on such matters as full employment, transition tax adjustments, broadening and raising unemployment compensation and raising minimum wages, is adundantly clear.

The United States can achieve a smooth, orderly transition to a high level peacetime economy only if the Senate and the House of Representatives provide the executive branch of the Government with appropriate and necessary authority to fulfill its responsibilities. I know that the people of the United States can count on the Congress to act with wisdom, foresight, and promptitude.

* * *

We have already come a long way in reconversion. The initial shock is over. Most war contracts have been cancelled, most layoffs are behind us. Though the Government is withdrawing from the market on a record scale, there is an offset in pent-up, record-breaking demand for goods of all types by consumers and producers both at home and abroad.

Furthermore, during the war the Nation has built up an unexampled economic strength; more trained workers than ever before in our history; and a greatly enlarged productive capacity.

We needed this strength in war; we can and must reemploy it in peace.

VI

OPERATIONS OF THE ADVISORY BOARD

Many steps taken by this Office and other war agencies in dealing with the problems of reconversion and expansion were planned after consultation with the Advisory Board. I want to express my appreciation to the Board—to its chairman, O. Max Gardner, with whom I conferred daily just before and after the capitulation of Japan—and to all its members. In addition to Governor Gardner, the members of the committee are: William Green, Philip Murray, T. C. Cashen, Eric Johnston, George H. Mead, Nathaniel Dyke, Jr., E. A. O'Neal, J. G. Patton, A. S. Goss, William H. Davis, and Mrs. Anna Rosenberg.

At the first full meeting of the Advisory Board after I took office, I submitted to the Board a list of 11 key problems upon which I solicited its advice and recommendations. The Board has made these problems its primary concern in subsequent meetings. They are—

1. Review of **cutbacks** and production schedules with special consideration of the size of the Armed Forces, inventories, reserves, redeployment, demobilization, post VJ-day procurement, etc.
2. **Programming** of civilian production including a thorough consideration of the role of WPB in the reconversion process, inventory controls, priority aids, small business, essentiality of end-products, areas of distress, etc.
3. **Draft policies,** considering especially the continued induction of workers essential for reconversion.
4. **Reconversion pricing,** reviewing the elements in the formula of the OPA, administrative ability of the agency to handle hardship cases, high costs in initial stages of production, treatment of small establishments, etc.
5. **Reconversion wage policy,** considering the factors affecting changes in take-home pay, necessary revision of wage policy and its impact on price policy.
6. **Surplus disposal,** with special attention given to speeding the declarations, leasing or sale of facilities, adequacy of ware-

houses, disposition of consumer type goods, foreign disposal, monopoly issues, priorities, administration, etc.

7. **Amendment of the Fair Labor Standards Act,** reviewing the present standards, outlining wartime changes in cost of living and earnings of low income groups, and considering alternative proposals for amendment.
8. Review of the **United States Employment Service** with respect to the handling of veterans, migration of workers, adequacy of staffs, appropriations, Federal or State control, etc.
9. **Liberated area needs** from the United States, impact on domestic supplies, financing provisions, administrative problems, UNRRA, etc.
10. **Over-all economic prospects** for the next 2 years with particular attention to the policy implications.
11. **Veterans affairs**—review of policies, programs and procedures of all Federal agencies affecting the return of veterans to civilian life.

After Germany surrendered, the Advisory Board, along with the rest of the office, was dealing intensively with the difficult problems of fostering a partial reconversion while conducting a one-front war. The Advisory Board recommended that the War Production Board undertake a program of reconversion assistance embracing (1) all-out production drives covering materials in short supply, (2) forceful execution of special measures to break reconversion bottlenecks, (3) effective control over inventories, (4) deliberate and affirmative collaboration with OPA in arrangements designed to assure the production of low-cost items as one means of holding down the cost of living. These recommendations were put into effect. Well before VJ-day, the Board, at my instance, turned its attention to reconversion problems.

OWMR deputies and staff members have continued sitting at meetings of the Board to report upon and to discuss progress and problems in reconversion. These sessions have been particularly useful to us; they have afforded my staff and me an intimate and frank reaction of the general public, labor, industry, and agriculture to Government policies.

As in the past, the members of the Board have continued to confer with officials and experts in charge of major governmental programs outside this office and to advise with me concerning the inter-relationships and the impact of their programs upon the reconversion program as a whole.

In order that the Congress, this office and other Federal agencies might formulate reconversion decisions on the most informed basis, the Advisory Board has asked that special detailed statistical reports

on the resumption of peacetime production and employment be made available periodically. These special reports are now being developed in collaboration with the War Production Board and agencies concerned with employment and business conditions generally.

The Board has engaged Murray W. Latimer, chairman of the Railroad Retirement Board, and Arthur S. Meyer, chairman of the New York State Mediation Board, as research director and conference director, respectively, to supervise the study of guaranteed annual wage plans. This study was undertaken at Presidential suggestion.

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Additional copies of this report may be obtained from the Bureau of Special Services, Bureau of the Budget, 1400 Pennsylvania Avenue NW., Washington 25, D. C.

11/1/44

Prepared by Elizabeth Hasbrouck

Reconversion Blueprints for Women

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U.S. Department of Labor
WOMEN'S BUREAU
Washington

RECONVERSION BLUEPRINTS FOR WOMEN

(Address given by Frieda S. Miller, Director, Women's Bureau of the U.S. Department of Labor, before the Zonta Club, November 1, 1944.)

I. Introduction - Outlooks and Outline for the Future

Some explanation is in order concerning my use of the term, "blue print". I do not intend to give specifications in detailed form, but rather in broad general outlines, information and suggestions as to women worker's problems and prospects during the reconversion and postwar periods. In using such blueprint techniques, I am following a method which, during my recent studies in Britain, I found to be characteristic of the British way of doing things. It seems both sound and practical. They draw up the broad outlines in advance of a pending situation and fill in with the feasible details as they become more definitely involved in the situation.

These days of wartime difficulties are complicated not only by the heavy demands of the present but by the uncertainties of the future — as to when we can expect V-E Day — when we can hope for the end of total war — to what extent we can have reconversion to civilian production and resumption of curtailed services while still carrying on the war — whether serious unemployment can be avoided during X-days of demobilization of our armed and war labor forces — and how soon a high level of employment can be achieved in the postwar period.

All of these questions are of great moment to women who are wives and mothers of men in combat service — to women who are concerned about the future of their men as breadwinners — to women who are themselves wage earners. I believe you will agree with me that in this democratic country of ours all American citizens — women as well as men — who want postwar jobs should be assured of regular employment under good labor standards which make possible satisfactory living conditions.

My set of blueprints includes diagrams on several main subjects:

1. Relocation of millions of women workers during industrial reconversion.

2. Special reconversion problems for women requiring solution.

3. Job-prospects for different types of women-professional and non-professional - in relation to usual occupations for women or development of opportunities for trained and competent women who have proved their ability during the war.

4. Keeping open to women the doors of training for skilled work.

5. Setting up right conditions in so-called women's industries.

6. Share of women's organizations in the reconversion program for women.

II. General Statistics on Women Workers.

The general statistical lay-out on the women's employment, past, present and future, will be a good foundation on which to base our discussion.

Census, March 1940

Total number of women in labor force	13,010,000
Employed (including work) on emergency	11,240,000
Unemployed (seeking work)	1,770,000
Percent women formed of labor force	24.5

December 1941 - Before Pearl Harbor

Number employed	12,850,000
Unemployed (seeking work)	920,000
Percent women formed of labor force	25.7

March 1944

Number employed	16,480,000
Unemployed	400,000
Percent women formed of labor force	32.9
Number of women in labor force both in December 1941 and March 1944	10,230,000

From March 1940 to March 1944 -
Large increase of women workers

Increase in number of women employed in civilian labor force	5,240,000
Number of women in armed forces	300,000
Decrease in number of unemployment women (Probably most of these found jobs because of war)	1,370,000

All-Time Peak in Women's Employment July 1944

Number in the civilian labor force	19,110,000
Employed (includes number of seasonal workers - (Additional women in agriculture and those with vacation jobs of other types.)	18,590,000
Unemployed	520,000

Estimated number of women workers

In the immediate postwar period	15,000,000

Types who will withdraw from the labor market

Young girls who will go back to school, it is hoped.

Some older women at retirement or past retirement age.

Some of the 3,710,000 housewives who joined the labor force - but not all took jobs just for the duration.

Also war casualties increase workers wage earning responsibilities.

After the war many married as well as single women must earn their own living, and in many cases also support dependents.

Statistics on women workers by marital status

	March 1940	March 1944	Increase
No. of single	5,335,155	7,030,000	+1,694,845
No. of married	4,171,445	7,310,000	+3,138,555
No. of widowed	1,631,578	2,140,000	+ 508,422

Estimated number of women by 1959 (according to John D. Durand of the Bureau of the Census)

Over 16,000,000 or 3,000,000 more than in 1940 as a conservative estimate. This, he says, includes 2⅓ million growth that would have been expected under normal peace conditions leaving only 1/2 million as the additional number due to war. His less conservative estimate is one million additional due to war.

III. - Special Reconversion Problems of Women

As we look forward to industrial reconversion and transition from war to peace, we foresee many difficulties, including special problems pertaining to women workers:

1. Dislocation of millions of women workers due to demobilization of war industries and armed forces.
2. Dangers of discrimination against women when workers become more plentiful than jobs.
3. Women's inequality with men as to reemployment and seniority rights.
4. Lack of opportunities for women with new skills.
5. Reemployment difficulties of special groups (married, older, and Negro women.)
6. Wartime relaxation of legal standards for women in manufacturing or other fields.
7. Women's reluctance to return to prewar substandard fields.
8. Need for training and retraining opportunities.
9. Unemployment insurance restrictions in some State laws regarding women's eligibility to benefits.

IV. - Need for Program to Meet These Problems

These problems are exceedingly challenging. In the Women's Bureau, we realize that without delay a well-coordinated program must be launched to meet and solve those problems facing women as workers. This is not a selfish but a humanitarian plea from the woman's angle. Just as they made their adjustments to aid the country at war, so in peace women want to help promote the common welfare and a better world. They want - in fact, we all want — the most satisfactory provisions made for returning veterans, but we feel that women's interests, too, merit due consideration — that women should decide for themselves and in the general interest whether to stay as wage earners.

In the Women's Bureau we feel a responsibility for helping to see that woman labor is tied into the plans for right systems of reconversion, retraining, and reemployment. But, we realize that government agencies cannot carry out such a program alone. We know that it will be necessary to look for great assistance from employers associations, civic groups, labor unions, and women's organizations.

Women's organizations in this country can play a role during the reconversion period as vital as that assumed by them during the war — particularly an organization like the Zonta Club, with your nation-wide network of members. I am sure that there will be many ways in which women as volunteers can do a great job in the days ahead and your own membership will, of course, decide on what you wish to concentrate.

Minimum Wage

A wage situation that many women workers will have to face when their war work ends is the need to return to lower paid jobs in

consumer goods or the service fields. But women should not be forced into employment at obviously substandard wages. The Federal Fair Labor Standards Act, which now requires a 40-cent minimum hourly rate for all industries engaged in interstate commerce, offers some protection. Another means of safeguarding the situation is extension of and improvement in State minimum wage legislation to cover both men and women in intrastate industries. At present, 26 States and the District of Columbia have a minimum wage law applying to women and to minors (except to male minors in 2 States) but to adult men in only 2 of the States: The District of Columbia law does not apply to men. Also, the rates in the District for the various industries are quite inadequate for the present cost of living.

The basic rates for experienced workers for a standard week which varies to some extent for the different industries, but in no case is more than 48 hours, range from:

$12.25 for waitresses to $18 for beauty operators.

$14.50 is the rate for laundry and dry-cleaning workers, for some of the hotel workers such as chambermaids, kitchen help, etc.

$17 is the rate for retail trade office workers, some employees in public housekeeping such as telephone and elevator operators, cashiers, etc.

Illustrative of how a local organization can work to improve wage conditions is a resolution recently adopted by the YWCA Board in Washington and presented to the District Minimum Wage Board calling for a reopening of hearings on the rates. As a result, after several preliminary hearings of employer, worker and public groups as to the desirability of such a step, the Wage Board has decided to reopen the wage orders for discussion to discover the possibilities of increasing the rates.

During the war period some States already have raised their minimum rates to bring them more in line with the present cost of living.

Keeping the Doors of Training Open

A. Due to the many training opportunities available during the emergency women have developed special skills in war-work processes that call for nimble fingers, delicate touch, dexterity, and perseverance. Wherever they are at work in peacetime....in producing consumer goods, or in the manufacturing of goods to help in the reconstruction of devastated countries and in the replenishment of our own stocks....women will be using their wartime skills. Many new workers, who had no trade prior to the war, also will be benifited by the splendid training afforded them. As never before, women have acquired through vocational courses and in-plant instruction new mechanical skills which will be invaluable reconverted industries.

From July 1, 1940 to September 1, 1944 number of women trained under the Vocational Training for War Production Workers:

Preemployment Courses.....	547,858
Supplementary Courses.....	765,362
Total	1,313,220

In addition were the women trained in the ESMWT (Engineering, Science, Management War Training) Course conducted in over 200 colleges, university, etc.

In this way, women acquired various new technical skills. From July 1, 1940 to October 1944, the number of women trained under ESMWT courses was 256,000.

Some institutions, which prior to the war had refused to admit women to certain professional pursuits, have dropped their bars during the way, the Harvard Medical School, for example.

All doors of training should be kept open to women during the postwar period.

Another real concern of the Women's Bureau is that qualified women be enabled to hold technical and professional advances made during the war — in engineering or other scientific fields, in supervisory or personnel work in industry, for example. Granted that women aspiring to such occupations have a harder struggle than if they go into the more familiar pursuit, still women with predilection and ability should be permitted to take the essential training and find their rightful niches.

The relocation program for women may call for the development of some special training facilities geared both to the unemployment conditions that may develop in some communities and to the local industries with job prospects for women trained in some particular line.

For example, in New York City there is the Needle Trades Vocational School (High School and Junior College). As a public school it has been established there because New York City is a large garment manufacturing center. The industry has played an important role in planning the curriculum to keep it on a practical basis for meeting the needs of the workers and the industry. It is of a semi-professional nature. Workers in the clothing factories take courses such as textile designing or pattern making to enable them to prepare for more interesting and more remunerative jobs in the industry.

V. Close-up of Women's Occupational Shifting Versus Stability

Extent of Shifting

Not only has the war caused a considerable increase in women's employment but also a conspicuous shifting by women workers occupationally and geographically.

A recent report of the Women's Bureau reveals that in March 1944, 60 percent of the women in manufacturing, sales, and service (other than domestic); 50 percent in clerical pursuits; and almost 40 percent in domestic service and farm work had entered those occupational fields either from other paid remployment or from home housework, since December 1941.

Of new women entering the labor force during the war, the majority went into manufacturing and clerical work, with service and sales groups ranking next, though in considerably smaller numbers.

Reasons for Occupational Shifts

These shifts have been due to several main reasons.

1. To take the place of men in war plants or to meet the demands of expanded production.

2. To take over essential civilian jobs vacated by men or women going into war work or the armed services.

3. To seize opportunities for higher wages, more interesting work, or better employment conditions.

Daily, we hear the question: Where will the 15 million women who will find it necessary to continue earning their living find jobs after we have resumed peacetime production?

Here are some of the types of work that will need women:

In producing consumer goods, where women long have been employed, as in the electrical, shoe, textile, food, jewelry, and other industries.

In the manufacturing of goods to help in the reconstruction of devastated countries, as well as the replenishment of depleted stocks in this country.

In assembling parts of radios, autos, instruments; in inspecting; operating machines; fabricating steel and plastic products. (Before the war, iron and steel had nearly 70,000 women wage earners.)

In various selling trades, and in service industries, where shortages will continue to be acute, as in restaurants, laundries, households.

In various business and clerical operations, as in secretarial work, statistics, and accounting.

In specialized technical and professional work, as in plant laboratories, nutrition, medicine, education, rehabilitation of handicapped, research, and various schietific services.

In community and social security services, as in health, welfare, child care, and recreation.

Many of you here today are professional women. Let us examine a little more thoroughly the specific opportunities that appear to be offered by some of the professional fields and other fields which have opened up to women during the war period.

NURSING

1940 Census reveals that nurses experienced less unemployment than any other workers, though nursing is the largest single occupation in the health and medical field. Of the one-third of a million trained and student nurses, less than 4 percent were looking for jobs.

Prospects: Excellent: wartime spotlight on nation's health will result in additional opportunities for the various kinds of nurses: (1) Practical nurse: (2) Trained bedside nurse; and (3) Public Health nurse or administrative officer.

1941 Distribution of Nurses

Institutional.....	47percent
Private duty.....	27percent
Public health.....	10percent
Industrial.....	3percent
Other.....	6percent
Unknown.....	7ppercent

Postwar Outlook: If the 1944-45 wartime goal of 125,000 students for nursing schools is achieved, there would be in 1948 a maximum of some 57,000 more nurses than would have been available had prewar trend continued.

Farm people, with 1 nurse for more than 3,000 in 1940, obviously need service that more nearly matches the 1 to 245 ratio of cities.

PHYSICAL THERAPY

The American Registry of Physical Therapy Technicians estimates the prewar number of physical therapists at 3,100, of whom about half were registered. Fewer than 50 of those registered were men.

Most physical therapists work in hospitals but some are employed by orthopedic surgeons or in public health or social service agencies serving crippled children or injured workers.

Since 1938 Army has given physical therapy training to selected young women. It is now possible for a girl to enlist in WAC for sole purpose of taking physical therapy. A number of new training centers have been opened and by March 1944 there were 28 approved schools.

Three civilian training schools - University of Iowa Medical School, the Cleveland Foundation Clinic and Mayo Clinic, charge no tuition for regular curriculum and 2 civilian schools make no charge for the emergency course.

OCCUPATIONAL THERAPY

Duties: Occupational therapists -- 99 percent of whom are women --

are making big contributions toward the rehabilitation of our wounded men. They plan and organize work projects for patients; supervise workers who teach and direct patients in assigned activities such as industrial work, woodworking, arts, and crafts, gardening, etc.

Postwar Outlook: Demand great, due to need for treatment of war casualties. About 2,200 occupational therapy technicians were employed in hospitals of all types reporting to American Medical Association in 1941.

Occupational therapists also will be needed in tuberculosis sanatoria and children's hospitals.

Currently the American Medical Association reports 12 schools on its list of those approved for occupational therapy training as compared with 5 at time of Pearl Harbor attack.

SOCIAL WORK

Today, 42 approved schools are offering full-time courses in this 50-year-old field. Most of the schools are affiliated with some college or university. Social work courses take 2 years and lead to a master's degree. Before a student can be admitted to one of these schools, she must have completed 4 years of undergraduate college work.

Needs: "We fill only about 10 percent of the requests that come to us," says Dean Leonard W. Mayo, Western Reserve University.

"We've had 500 individual letters this past year asking for our graduates. In addition, we had numerous requests from national agencies and Civil Service Commissions in the States," reports Florence Day, Director of the Smith College for Social Work.

War Manpower Commission lists social work as "essential" along with medicine, nursing, engineering.

Fields: The Wartime Committee on Personnel of the American Association of Social Workers lists 150 different types of agencies who need workers and 124 differenct types of jobs open.

MEDICINE

Prospects: Training still expensive and arduous but the women army doctors may have opened a real wedge for women physicians and surgeons.

Statistics: American has between 7 and 8 thousand women physicians.
Great Britain, with 6,000 or so, has a better showing, relatively, than we have.
Russian women are in the majority among physicians and surgeons.

Enrollment in Medical Schools

In our country, women make up but 6 percent as against 20 percent in England and 87 percent in Russia.

CHEMISTRY

Future: Particularly bright because the chemical industry is said to head the list of occupational fields offering greatest promise for the future.

Young women have established definite footholds as chemists and laboratory technicians. One large laboratory reported 160 women employed in scientific work where there was only 1 before the war. Women work in this plant as laboratory technicians, research chemists and electro-platers, and receive equal pay for equal work.

Chemical - trained personnel may find demand for their services in:

Technical library work
Patent research
Advertising and merchandising of consumer products of chemical parentage

OTHER TECHNICIANS

Draftsmen) Some, because of the excellence of their
Engineering Aids) performance, may remain. In war plants, scientific industrial laboratories and utility organizations in which, before the war, women served only as clerks, stenographers, inspectors, they have taken new jobs in shop work, engineering, production and supervision.

ELECTRICITY, RADIO AND ELECTRONICS

Radio and Electronics products..now providing essential material of war..will be turned to channels of business and commerce when victory comes, according to Lt. Gen. James G. Harboard, chairman of Radio Corporation of America. Certainly this industry will need women's dexterity and skill.

Women have always worked in the electrical industry. They constituted more than 52 percent of the August 1 employment in production of radar equipment, and are expected to comprise 72 percent of the increase anticipated in the 6 months following.

The American Telephone and Telegraph Company plans extension of rural telephone service and application of new ideas in telephony.

The U.S. Independent Telephone Association is developing the "walkie-talkie" radio phone for peacetime use, with farmers expected to be chief beneficiaries.

Pennsylvania Railroad already is advertising "trains that talk on the run by induction telephone."

HOUSING AND RELATED FIELDS

Needs: Estimates of new homes to be built in postwar period run from half a million to 2 million a year.

The private home field will need women architects and interior decorators.

Municipal Housing projects now employ hundreds of women as instructors in home economics, dieticians, and as members of the project manager's staff. Many more women will be needed if slum clearance occupies the important place it is expected to in postwar activities.

The planned neighborhood..with its gardens, playgrounds, parks and shopping centers offers promise to women trained as landscape architects and town planners. Women are indispensable in matters involving color, form and detail.

City Planning - Chicago Plan Commission uses women on its technical staff. They have been found particularly adapted to research work, housing studies, and model making.

TEACHING

War jobs have taken 1 teacher out of every 4 from rural teaching, and 1 out of ten from the city school system. In 1943-44 500,000 pupils were without teachers. Many rural schools closed down...city schools have been overloaded.

Approximately 57,000 emergency certificates have been issued to teachers who don't match up with present-day requirements.

Acute shortages of teachers have been in rural teaching and high-school subjects such as math, physical education, vocational training, industrial arts, physics, chemistry, home economics, etc.

Postwar Outlook

a. One State superintendent says that it will take 4 or 5 years to replace teachers who left the profession.

b. Vocational training, due to wartime emphasis, is due to be increased.

c. Smaller classes will create more jobs. Trend is in this direction.

d. Physical education and health departments due for expansion due to wartime emphasis on health.

Salaries - are worst feature of the profession. In 1940-41, average annual salary of public school teachers was $1470; salaries vary greatly throughout States and types of schools.

RETAILING

In 1940, 2 million women were engaged in wholesale and retail trade. Women outnumber men as salespeople except in sporting goods, furniture, and men's furnishings departments. In all types of retail selling, one in every three employees is a woman.

In 1939, approximately half of the executives in most department stores were women. They fill such jobs as buyers, merchandise managers, copywriters, fashion coordinators, fashion promotion directors, art directors, layout artists, advertising managers, and some are even store presidents.

COMMERCIAL AVIATION

The youngest branch of the aviation industry has been quick to accept women on same terms as men and usually has given them same training and wages, as well as seniority rights. It is reported that commercial airlines have absorbed one woman for every two men.

Possible jobs for girls and women

a. Airline hostess
b. Meterologist
c. Flight control clerk
d. Dispatch clerk
e. Radio operator
f. Ticket agent — particularly good for girl with pleasing personality.
g. Usual office jobs.

Future opportunities may depend on number of servicemen returning to old jobs. Big expansion, however, may presage enough jobs for men as well as women. Two lines already have announced their intentions of resuming regular weekly trips to Europe and the Orient.

AIRCRAFT PRODUCTION

Some 4,000 women were in airplane production a week before Pearl Harbor attack.....2 years later 360,000 were so employed.

Prospects: Uncertain. Many servicemen may not return to their former jobs in this field but a survey made by one company indicated that 71 percent of their former employees now in service wished to return to that company.

BANKING

A woman official of a New York savings bank and others say that women are expected to remain. This official estimates that 100,000 women and gigls, one-third of the whole bank population, will stay on, in positions ranging from page girls to tellers to the occasional president.

OLDER WORKER SECTION

Concern over their future job status prevails among so-called minority groups, of whom older women appear to be one of the major problems. Many heartening success stories, both of middle-aged mothers and of grandmothers, have been featured during the emergency. Last August the War Department declared, "This may be a young man's war, but the woman over 50 in Army installations throughout the 9 service commands is taking more than a hand in the full-time jobs done back home for the lad in the soldier's helmet." In the Philadelphia Quartermaster Depot are almost 700 women between 50 and 65 -- and several dozen have gone beyond the latter milestone. Among the depot's factory forewomen about 90 percent have passed the half-century mark as have many women in the financial division.

These records can be more or less matched in private enterprises. The personnel manager in a large middlewestern ammunition plant said, "Older women are doing a very good job. If I could choose the age group, I would not employ any women under 40 years old on the loading lines." An important aircraft factory vouches for the good work of its women over 50. A New Jersey rubber company lines and hires middle- aged women because "they're not so interested in job shopping as younger ones."

To what extent after V-E Day and finally after V-J Day can we expect the so-called older women to hold their own in the job market? Some who took jobs during the duration will automatically retire. But the vast majority of those from 40 to 65, and some beyond that age, are going to want and <u>need</u> jobs.

Let us examine the Bureau of Census figures as they relate to the mature woman worker:

1940 Census - reports that there were 2,782,000 women 45 or over.
Almost 2,480,000 of these had jobs;
About 126,000 were on public emergency work;
Nearly 177,000 were seeking work.

October 1943, estimates of Bureau of Census

3,900,000 women 45 and over were in employment - an increase of not far from 1½ million over March 1940, and an increase of 800,000 over the number in October 1942. Of those new entrants within the year:

500,000 were 45 to 54 years
200,000 were 55 to 64
100,000 were 65 and over.

In an article on women's postwar employment issued a year ago, John D. Durand of the Census Bureau predicted a definite increase of 1½ million women of 45 to 64 years in the labor force during the decade 1940 to 1950, or 60 percent more; that is, a total of over 4 million by 1950. He states: "It is apparent that in 1950 a much larger proportion of the female workers will be middle-aged women, with the larges increases occurring for women in their fifties, while the number under 20 years of age will decline sharply." This discouraging note was added: "In the competition for jobs, these women will be handicapped by the preference of most employers for younger workers, and it will be comparatively difficult for them to shift into new lines of work during the period of postwar industrial reconversion." We in the Women's Bureau...and you in the Zonta Club will agree with Mr. Durand in urging careful planning and cooperation on the part of employers, labor unions, and Government agencies to insure full use of the capacities of this large group of workers and to prevent a major unemployment problem.

Let us consider that phase of the blueprint diagram into wh community organization can fit and thereby assist older women in finding or keeping jobs. A progressive women's organization could become the king-post in setting up such a program and in rallying to its support other interested organizations in the community as the tie-beams and braces.

As to the modus operandi, a special committee in X club in X city could call together representatives from the Z local groups — other women's organizations, social and civic and Government agencies — already concerned in one way or another with older persons' problems. An interagency advisory council should be the result, and this in turn could develop a clinic to function directly with mature women workers, who would turn to it for some special assistance or guidance. Through the combined efforts of council and clinic the following are some of the possible activities:

(1) Analysis and solution of individual women's problems.

(2) A clearing-house service to sponsor occupational surveys and to make available information on local job opportunities.

(3) Close cooperation with the public employment offices.

(4) Scholarships furnished for some woman in need of a special short-time training.

(5) Loans arranged for an occasional woman to start a business project.

(6) Lectures along the lines of appearance, mental attitudes, techniques in finding and applying for jobs, efficiency at work, and so on.

To educate mature women to help themselves and to help each other should be a primary objective.

Such a well-developed program will pay excellent dividends. It will harness valuable human resources for useful work.

Now what are the more or less immediate job prospects for qu... and competent older women? We can only suggest certain occupations as reasona... We can expect women in their forties and fifties, or even older, to continue in many jobs in consumer-goods factories and even in some plants making durable goods, if they have the necessary combination of seniority and efficiency. In many kinds of manufacturing establishments, particularly textiles, clothing, shoes, food - mature women probably will hold their own on production lines and at various kinds of service jobs in the plants. Service fields in general seem to offer the most promising and varied vistas.

Here are a few typical jobs that an older woman might fit into and which almost any community might have:

SUGGESTIONS FOR NON-PROFESSIONAL WOMEN

a. Manager of cooperative or commercialized agency of domestic workers.

b. Housekeeper for an institution, club, college, school dormitory, hotel, nurses' home.

c. In child-care pursuits - public or private.

d. Companion

e. Manager of food services in factory or store, catering service, etc.

f. Manager of apartment house, boarding or rooming house.

g. Retail selling or store demonstration of various products.

h. Budget advising in stores and banks

i. Dressmaking, millinery - at home or in apparel shops.

j. Practical nursing - hospital attendants.

SUGGESTIONS FOR PROFESSIONAL WOMAN

1. Home Economics

2. Housing

3. Education

4. Health

5. Miscellaneous - Economic analyst, statistician, research worker, writer, translator, librarian.

Postwar

OUTLOOK FOR WOMEN WORKERS AFTER WAR PRODUCTION ENDS

Insufficient Jobs for Millions Who Wish to Remain in Labor Market

U.S. NEWS, August 11, 1944, pp.45-7

Competition from Veterans, Young Men and Members of Unions With Higher Seniority

Eighteen million women at work are complicating the postwar employment outlook. These women now hold one of every three civilian jobs. Nearly 5,000,000 of them had never worked or sought work before the arms-production drive began. Patriotic motives and high wages brought them rushing into the war plants to take the places of millions of young male industrial workers who were drawn into the Army and Navy.

But, now, a new and different situation is approaching. Every day's military developments speed the war toward its end. When peace comes, production will be scaled down. For a period, at least, employment possibilities will be reduced drastically. Many present workers, both men and women, will find themselves out of work. And, meanwhile, the young men, perhaps 9,000,000 of them, will be returning from the war, in search of jobs.

All these circumstances spell a trying period ahead. They raise the question of what effect this army of women workers will have on that period. Employers and workers, alike, are asking whether the new women workers will compete with the veterans for such jobs as are to be had, whether they will remain in the labor market, and, if so, what their prospect for finding postwar jobs may be.

The answers depend, first of all, on how many voluntarily quit work.

How many will leave? Informed opinion is that perhaps 2,000,000 of the 5,000,000 new women workers will retire. They will include young girls who will go back to school, women who marry as the men return, a number who will have reached the age of retirement, housewives who came in for the duration only and some 400,000 new women workers on the farms. Several surveys have shown that, among the women war workers, generally, a large proportion, varying from 54 to 85 per cent, want to keep on working. They like the independence and luxuries or lack of worry that come with extra money, they are self-supporting, or they have dependents, including war casualties.

Striking a balance, the prospect, as official agents see it, is that nearly 3,000,000 of the new women workers will remain on the labor market, a permanent net addition to the labor force. Now, how good are their prospects for finding jobs?

Deterrents. For several reasons, the outlook for women seeking employment after the war does not seem especially bright.

Veterans' preference. Veterans are to have first call on their old jobs. They also get preferential treatment through the United States Employment Service.

Seniority. Women, being newcomers to the field, do not stand high on union seniority lists. In such cases, under well-established practices, available jobs will go to the men at the top of the list.

Absenteeism. Employers have found a greater rate of absenteeism among women than among men. They must take time out for family shopping and other matters. And the woman worker is absent not only when she, herself, is ill, but when any member of the family is sick. This lowers her standing with employers.

Quit rate. The war years showed that women were more likely to quit their jobs. The War Manpower Commission reported that, for one month last year, one woman left her job for every two who were hired. Some left for other jobs, but family considerations, marriage, maternity, child-care requirements and the like were heavy influence.

Age groups. The war years have increased the proportion of working women in the upper age brackets. Employers naturally will prefer vigorous younger men, and many will be available.

Prejudices. Many prejudices against hiring women remain, to be added to these other deterrents.

Recent Experience. Production cutbacks this far have demonstrated that, when groups of workers lose their employment, the men usually are the first to find new jobs.

There are, however, several offsetting factors.

Jobs for women. The offsets are:

Efficiency. Although there is little unanimity on the point, a number of employers have been enthusiastic about the efficiency of their women workers. In a survey of 146 plants, company officials said the production record of the women was as good or better than that of men on the same or similar work. Several employers, including Henry Kaiser, have said they intend to continue hiring women after the war.

Plants equipped for women. Many plants have installed special apparatus or machinery to adapt their work to women employes. These include special hoists to enable them to handle heavy work, lighter jigs, dies and holding devices, extensions on the ends of levers so that less strength is required to move them, and machines and benches adjusted to women's height. These installations still will be available after the war.

Job opportunities. For women who can't find places in factories, there remain the many peacetime jobs that women usually have filled. These are in the service trades, retail stores, beauty parlors, hotels and restaurants, all of them at present understaffed. Many women have told investigators they want to make such a shift. Some are planning to set up small business -- confectionery stores, bake shops and the like -- with their wartime savings.

Woman workers will be needed, of course, in numerous factories making consumers' goods, such as textiles, electrical apparatus, shoes, food, jewelry and in other industries where they long have been established.

In many cases, wherever they go, the women workers probably will be making less money than at present.

Pay scales for women are traditionally low. Women workers who now are making 70 to 90 cents an hour, with overtime, probably will find their weekly pay considerably reduced when rates are lowered and overtime eliminated. The movement for equal pay for equal work, as between men and women, has gained much ground during the war. Unions increasingly are including such a stipulation in their contracts. But the equal-pay idea still is far from general.

Women and the unions. Women have become a factor in the trade unions. Fewer than a million were union members before the war. Now, the total is about 4,000,000. All CIO unions are open to women. In addition, many AFL craft unions, long opposed to admitting women members have changed their attitude. Some of these, however, have admitted women on a duration-of-the-war basis only.

So much for the outlook in the immediate postwar period.

The long-range outlook. Over a longer period of years, the picture is somewhat different. The number of women in the working force has been increasing steadily for 50 years. More than 2,500,000 would have been added between 1940 and 1950, even if there had been no war.

Census Bureau statisticians predict that, by 1950, there will be but 500,000 to 1,000,000 more women at work or seeking work than if peacetime trends had continued uninterrupted. A few years later, women in the working force will total about what they would have been anyway. Such was the case after the first World War. Many women went to work, many were fired abruptly at the end. Nevertheless, there was a net increase. By 1920, the increase was about normal.

All in all. From all these indications, it is obvious that large numbers of the new women workers will continue to compete for jobs. It is obvious, too, that, as jobs become available, they will go preponderantly to the men. The Women's Bureau in the Department of Labor says that, with proper planning and co-ordination, the women can be provided for. But there is little indication of such planning and co-ordination now.

New York Times
February 19 1946

Industries in U. S. Replacing Women

by Lucy Greenbaum

The courtship of women workers by the nation's industry has ended. For four years industrial concerns from coast to coast begged, cajoled and pleaded with women to walk into their plants. Now that the titanic production war has been won, however, industry no longer is boasting of streamlined ladies' rooms or elaborate cafeterias or advanced child-care centers.

Statistics bear out the reality of reconversion. Since V-J Day, 4,000,000 women workers have dropped out of the labor force, according to the Women's Bureau of the Department of Labor. Last July there were almost 20,000,000 women in the civilian labor force—this includes women in all types of employment, even seasonal workers. As of January this year there were 15,900,000 women in the labor market; this is the first year since 1940 that such drastic drop has been recorded.

Another indication of the existence of the "forgotten woman" is found in the increase in the numbers that receive unemployment insurance. In New York City on Sept. 14 there were 92,329 women receiving insurance; by Dec. 14, this had nearly doubled, increasing to 168,991. In New York State 211,454 women received insurance on Sept. 14; by Dec. 14, this figure stood at 320,685.

Finds Employers Prefer Men

There is more and more evidence that employers prefer men to women and are forcing women out of industry, according to a spokesman for the United States Employment Service. He said that since V-J Day women have been gradually replaced by men, mostly veterans.

During the war, in New York State women comprised 38 per cent of the workers in the manufacturing industry; now they constitute about 27 percent, he reported.

A survey of some of the nation's leading industrial concerns that had been employing large numbers of women in war work showed that in almost all instances the percentage of women employed now was much lower than during the war.

The most startling drop was revealed by the Ford Motor Company. In the peak year of 1943 women made up 22 per cent of the workers in the Ford plants of the nation. Early this year they were only 4 per cent.

In October, 1943, there were 42,058 women employed by Ford, as compared with 149,372 men. This fell before recent shutdowns to 4,928 women, as compared with 115,302 men.

In the Detroit Rouge plant alone, 11,275 women wielded the production implements of war in October, 1943, along with 68,519 men. This year 2,385 women worked on the automobiles of peace with 69,611 men.

Work Termed Harder Now

"Reconversion meant that the wartime light assembly work involved in airplanes gave way to the heavy, tiring assembly work of cars," explained a Ford spokesman. "Women can't handle such tough work."

This was illustrated in the news that came from the Ford assembly plant in Edgewater, N. J., the day before yesterday when it was announced that 200 women had been laid off. These women had been busy packaging jeep and truck parts under an Army contract. The contract ended and there was no further need for them. They retained their seniority, however, over a group of returning veterans, and received a chance to go into heavy assembly work. Most of them refused and bowed to the veterans. A few tried the heavy labor but were unsuccessful at it.

At this plant during the war, 1,550 of the 5,437 total workers were women. This dwindled as contracts were cut to the final 200 who were dismissed by mutual consent of both Local 906, United Automobile Workers, CIO, and the plant management.

General Motors reported that from 10 per cent employed in pre-war days, the number of women increased to 30 per cent by 1944, a peak production year, when 17?,000 women worked in the 120 plants and general offices throughout the nation. Although the company said it could not release a comparative ratio for women workers today, the statement was made: "There were substantially fewer women working immediately before the strike than during the wartime period."

Even in the aviation plants, where the work is lighter, women are being reduced in ratio. Wright Aeronautical Corporation, in its New Jersey plants in and around Paterson, employed 30 per cent of women during wartime; now 19 per cent are women. At Eclipse Pioneer division of Bendix Aviation Corporation today 500 women employes are on the job, where before there were 4,000.

Ratio the Same in One Plant

Conspicuous because it was an exception the Aluminum Company of America in Edgewater, through Marcus Fair, assistant manager, reported that although the number of women had declined, there was no comparative reduction, for the total number of employes had fallen off, too.

The trend has been noticeable in smaller ways. For instance, no women today march through the trains of Long Island Railroad collecting tickets, where earlier seventy were employed. The railroad made an arrangement with the Brotherhood of Railroad Trainmen which agreed that the women could take the jobs only on condition that they would give them up when the men returned.

This "jilting" by industry has come as no surprise to the women. Most of them realized their jobs were temporary and they were working only because there was a crisis in the country. Many of them voluntarily gave up their welding, their riveting and their machine work as soon as war ended, leaving shipyard, aircraft plant and munitions factory either to rejoin their husbands or because they had undertaken the job in the first place merely to be patriotic.

There are still many, however, who believe that women have the right to continue work at skilled trades in industry. They hoped that industry, in its roseate plans for post-war production, would include both men and women. Many of the women still have to support themselves and their families, as Miss Frieda Miller, head of the Woman's Bureau of the Department of Labor, pointed out.

"Only eight out of every 100 women who work do so because they like the work or because they want economic independence," she said. "Surveys that we have made show that most women work because they must support either themselves or dependents."

ADVANCE RELEASE ADVANCE RELEASE

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WAR PRODUCTION BOARD

ADVANCE RELEASE:
For Friday Morning Papers
November 2, 1945
Radio Release: 7 P.M. EST, Thursday, October 1.

The active participation of labor in government proved its worth in accomplishing the tremendous production that conquered the Axis, Chairman J. A. Krug of the War Production Board said today in reviewing the wartime achievements of WPB's Office of Manpower Requirements and Office of Labor Production.

Mr. Krug announced the resignations of Joseph D. Keenan, Vice Chairman for Labor Production, and Clinton S. Golden, Vice Chairman for Manpower Requirements. Mr. Keenan returns to his work as Secretary of the Chicago Federation of Labor, AFL, but will continue to serve as Labor Advisor to the new Civilian Production Administration which supersedes WPB on November 3, Mr. Krug said. Mr. Golden has returned to his post as Assistant to the President, United Steelworkers of America, CIO.

Major Ralph D. Hetzel, Deputy Vice Chairman for Operations in WPB's Office of Manpower Requirements, will be Director of the Office of Labor Requirements in the Civilian Production Administration.

Mr. Keenan went to the National Defense Advisory Council as adviser in 1940, after three years experience as Secretary of the Chicago Federation of Labor, AFL, and continued in the same capacity with the Office of Production Management, later becoming Associate Director of WPB's Labor Production Division, then Vice Chairman of WPB in 1943.

Mr. Golden became assistant to President Murray of the United Steelworkers of America in 1942 and was one of the CIO representatives on the National Defense Mediation Board and the National War Labor Board. He was appointed Vice Chairman of WPB in 1943. At the same time he was made Vice Chairman of the War Manpower Commission.

"Labor participation in the work of WPB enabled labor to take part in the formation of policies and programs," Mr. Krug said. "Labor's own proposals and viewpoint were constantly considered. Proposed programs and policies were modified, when advisable, to avoid serious adverse effects on labor. Labor participation was of assistance both to local labor groups

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and to WPB in aiding the solution of critical production problems. It helped the Board by enlisting active cooperation of the unions in breaking production bottlenecks. For the unions, the labor office of the Board served as a center where information or assistance required by any particular situation might be obtained.

"Because labor was actively participating in the deliberations, decisions, and operations of WPB, local union groups and union officials were constantly informed of the purpose and necessity underlying the programs and policies adopted. Their understanding served to enlist their active cooperation in attaining the objectives."

In WPB's labor offices, men from organized labor worked out production urgency programs for careful liaison operations with the War Manpower Commission. They worked to improve plant conditions, prevent stoppages, to adjust hours and shifts for women workers, and to iron out worker transportation difficulties, health and nutrition problems. They fostered stabilization agreements in large scale industries, organized recruiting drives where manpower shortages were acute, and secured the suggestions of labor for breaking bottlenecks.

Certain plant and construction manning jobs were entirely handled by the Office of Labor Production. For example, in the early days of the defense program, great numbers of army cantonments had to be built and many huge war plants had to be constructed. The facilities of many industries had to be entirely remodeled. The task of rounding up the skilled manpower for this mammoth undertaking fell to the Labor Division of the Office of Production Management under Sidney Hillman, and later to the Office of Labor Production, WPB, under Joseph D. Keenan.

An agreement was concluded with the Building Trades Council whereby the Council assumed responsibility for locating the required skills and bringing workers to the plant sites at no expense to the government. Workers were transported from points as far distant as 1000 miles to be employed on the Corpus Christi, Texas, air base project, for instance. The OLP handled manpower recruiting drives for the critical hi-octane gas program, and later for the Army secret atomic bomb projects at Pasco, Washington, and Clinton, Tennessee. In such cases, representatives of the OLP remained constantly on the project sites to handle labor relations problems and to set up community services for these completely new towns.

Two large industry stabilization agreements were administered by the Office of Labor Production, WPB said — the Shipbuilding Zone Standard Agreement, that was actually four agreements — one for each of the four broad shipbuilding areas in the country; and the Building Trades Stabilization Agreement.

Shipbuilding Zone Standard Agreements

It was early foreseen, even before Pearl Harbor, that there would be a rapid expansion in shipbuilding in this country, with heavy labor migration, crowded communities, and manpower problems.

Therefore, on November 27, 1940, WPB said, Sidney Hillman, serving as one of the seven commissioners of the Advisory Commission to the Council of National Defense, appointed the Shipbuilding Stabilization Committee with membership representing Labor, Management and Government. This Committee continued its work under the auspices of the Office of Production Management in 1941, and by August of that year had achieved "zone standard agreements" in each of four broad shipbuilding areas -- the Pacific Coast, the Atlantic Coast, the Gulf Coast, and the Great Lakes.

In each zone, agreement was reached on: (1) a basic wage rate for skilled mechanics; (2) standard overtime provisions; (3) uniform premiums for second and third shift work; (4) a "no limitation on production" clause; (5) a "no-strike or lock-out" clause; (6) a provision for grievance machinery; (7) a provision respecting a training program — except in the Atlantic Coast zone standards agreement; (8) duration of agreement.

The Shipbuilding Stabilization Committee continued its work within the framework of the War Production Bard after this agency was established and, WPB pointed out, was successful in upholding the principle of voluntary stabilization in an industry covering nearly 1,750,000 workers at its peak. Pirating, turnover and stikes were minimized and a magnificent ship production record - $40,694,000,000 in five years - speaks for itself and for the success of the labor offices' work along this line. The Shipbuilding Stabilization Division (an operating unit set up in WPB to serve the Shipbuilding Stabilization Committee) also collaborated with other branches of Government, and with industry and labor in attacking problems of health, safety, nutrition, sanitation, medical care and housing.

Building Trades Stabilization Agreement

The Building Trades Stabilization Board of Review in, the office of Joseph D. Keenan, Vice Chairman for Labor Production, WPB said, prevented and ended many strikes during the war period, and played a major role in accomplishing the rapid construction of thousands of war production plants throughout the country. The vigilance and activity of the Board of Review saved hundreds of thousands of man-days of labor, WPB emphasized.

The Building Trades Stabilization Board of Review was set up as a result of the provisions of the last paragraph of the Building Trades Stabilization Agreement. This agreement was signed in the Summer of 1941 by nineteen unions of the Building and Construction Trades Department of the AFL and by government procurement agencies. The agreement called for overtime rates of pay at one-and one-half the basic wage rate instead of the double time rates previously in effect. It also required the elimination of work stoppages due to jurisdictional or other disputes and the adoption of uniform policies with respect to shifts and the subcontracting of work normally performed by specialty subcontractors.

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Wage Cases Certification to WLB

The Office of Labor Production maintained close relations with the War Labor Board, WPB said. Through an inter-agency agreement, OLP certified as "rare and unusual" certain wage cases for companies whose production was of critical war importance. Up to the end of July 1945, 1924 cases were studied by OLP. Of these, 165 were certified to the War Labor Board and priority treatment was requested for 172 others, where emergency action was needed in order to obtain and maintain an adequate working force. A wage increase, for example, was obtained for workers on the atom bomb project at Pasco, Washington.

Among the special instances of WPB labor office accomplishments on critical production programs are the following, WPB said:

Drycell Battery Program

(1) In April 1944, a critical shortage of dry cell batteries was found to be due to lack of manpower caused because most plants were located in labor shortage areas and because wage scales were low and working conditions unsatisfactory. A plant-by-plant program was launched by the Office of Manpower Requirements based on local discussions of causes and remedies between OMR representatives and management, labor, and local War Manpower Commission and USES representatives. Recruiting drives were initiated, using all media, and OLP representatives worked to establish child care centers where needed, to accomplish in-plant improvements, adjustment of hours to accommodate women workers, etc. OMR succeeded in obtaining high manpower referral ratings and adequate ceilings for dry cell plants by maintaining continuous contact, through national headquarters of the War Manpower Commission, with the Manpower Priority Committees in the localities involved. A 44 per cent gain in dry cell battery employment was accomplished between May and November, 1944, and battery production rose between April and November from 131,000,000 to 236,000,000 cells.

Metal Mines Program

(2) There were no strikes in metal mines during the war period. In copper, lead and zinc mining, the unions gave the government full cooperation on measures undertaken to increase metal production, even though sacrifices of past union gains or present union advantages were involved. This was due to the close liaison work done by WPB's labor offices with the mine workers.

The unions promoted the Premium Price Plan for Copper, Lead and Zinc Production to meet the problem of obtaining higher output without increasing the over-all price to low-cost producers. The Premium Price Plan called for increased prices to those mines proving their need for over-ceiling prices. The industry's proposal for an over-all price increase, WPB labor offices pointed out, would actually have bolstered

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the union's demand for greater wage increases, as the system of wage payments then in effect was tied to prices. By advocating adoption of the Premium Price Plan the unions helped the government save $2,000,000,000.

The unions educated their rank and file members to understand that increasing production costs, not profits, constituted the basis for such price adjustments as were granted to particular mines on the basis of increasing production costs.

The unions went along with the L-208 order which closed the gold mines, releasing miners for copper production even though this meant the closing of mines where the unions had established locals. They cooperated on the employment stabilization plan covering the metal mining and lumber industries. Under this plan, certificates of separation were required for workers leaving the mines, which meant that miners stayed on their jobs at lower wages than were available elsewhere.

The unions accepted the establishment of the priority system under which workers were referred first to the most productive mines, or were transferred, although this often meant the upset of local union membership.

The unions cooperated in effectuating two programs involving the furloughing of 8,000 soldiers, and helped in the orderly placement of these men.

Radio Tube Program

(3) Special task sub-committees of the Radio Labor Advisory Committee held local meetings in Newark and Boston in 1943 at which union representatives presented ideas on methods by which production of radio tubes might be increased. The development of radar and the radio proximity fuse had caused an enormous increase in scheduled production and plant facilities were inadequate, while manpower shortages were preventing the establishment of a three-shift operations. Wage rates were low and without special WLB rulings could not be sufficiently raised to attract new workers.

Management was induced to put in child-care facilities in many instances to meet the needs of women workers. Through the assistance of WPB's labor offices, special representations were made to the War Labor Board regarding the necessity for raising wage rates. Favorable action by WLB followed. Through the unions, WPB's labor offices assisted in recruiting workers, and in reducing absenteeism and turnover.

Other Programs

The above examples, WPB emphasized, are only three of the situations in which the labor offices quietly operated to keep war production functioning at top speed. The story of their work on the heavy duty truck tire program would, in itself, take many pages to relate. In the lumber industry, productivity per man rose substantially to meet the critical

shortages of which the workers had been informed through the WPB labor office and union channels. Men worked overtime, forwent their usual rest intervals, cheerfully accepted their manpower freeze. The labor offices, in cooperation with other government agencies, secured additional ration points for loggers to provide them with extra meat and sugar.

History of WPB's Labor Offices

Labor participation in national affairs was accepted policy in the United States, the WPB labor offices pointed out, when the Advisory Commission to the Council of National Defense was established in June 1940. "But", said the labor offices, "the role played by labor's representatives in the Advisory Commission and its succeeding organizations — the Office of Production Management and the War Production Board — was more direct and responsible than any earlier instance of labor participation."

Sidney Hillman, President of the Amalgamated Clothing Workers of America, served as one of the seven commissioners of the Advisory Commission. As Commissioner for Employment, he was responsible not only for representing labor in the Commission, but also for determining total labor requirements for defense production, for coordinating those agencies of the Government charged with functions of training and recruiting labor, and for all aspects of labor relations.

Mr. Hillman continued to be charged with these responsibilities when he became Associate Director General of the Office of Production Management and Director of the Labor Division. When the War Production Board was created, he continued as Director of the Labor Division, until the War Manpower Commission was created with responsibilities for labor supply.

The new director of WPB's Labor Production Division, Wendell Lund, did not come from the labor movement, but was named by the President upon the recommendations of both the AFL and the CIO. Two associate directors were appointed -- Philip J. Clowes of the United Steelworkers, representing the CIO; and Joseph D. Keenan, representing the AFL.

Subsequently, in response to labor's demand for a stronger voice in the councils of WPB, two labor vice chairman were appointed. Joseph D. Keenan (AFL) became Vice Chairman for Labor Production, while Clinton Golden of the United Steelworkers (CIO) was named Vice Chairman for Manpower Requirements.

Labor participation in WPB policies and programs was also effected through the 17 labor assistants in the industry divisions of the organization, who were appointed from unions. It was further effected through the 43 labor advisory committees, comprising officials of local or international unions who were named by the international unions.

Regional labor representatives appointed in the 13 regional offices of WPB during the Wendell Lund regime and continued under Mr. Keenan's office, worked with local union officials and government agencies in meeting local war production problems and in drawing up effective programs of action. Also in many local offices of WPB, there were labor representatives.

Other Activities

Advice to employers in regard to Selective Service problems consumed much time and effort of the labor assistants and regional labor representatives, WPB said.

Through the Plant and Community Facilities Branch and the Industrial Feeding Section of the OLP, much was done in securing maximum labor productivity. The conditions under which private and public housing were made available to war workers through the programs of such agencies as the National Housing Agency and the Federal Works Agency reflected, to large extent, the recommendations made by the Plant and Community Facilities Branch. In cooperation with National Housing Agency, War Manpower Commission, and Federal Works Agency, policies and programs were developed to remedy conditions adversely affecting war production. In Front Royal, Virginia, for example, where production of one-third of the high tenacity rayon requirements was scheduled, the OLP took the initiative in securing the construction of a permanent low rent housing project by the Textile Workers Union when both the workers and management of the plant expressed dissatisfaction with the quality and prices of the housing initially approved for this area.

Work was done on industrial health and safety, on worker morale problems, and on contract standards. The labor offices supported the establishment of the War Production Drive Division within WPB, and sponsored a series of regional conferences with management and labor groups to initiate the Drive's work of setting up in-plant labor-management committees to cooperate on all war production problems except those having to do with wages and hours and grievances handled by collective bargaining. When cutbacks on war contracts began, arrangements were made by the labor offices to have a flow of information to unions and management so that maximum civilian production and reconversion could be planned.

END OF ADVANCE RELEASE, For Friday Morning Papers, November 2, 1945.

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Eisenstat 2431
Clark 75703

CPA-4

CIVILIAN PRODUCTION ADMINISTRATION

Immediate Release
Tuesday, November 6, 1945

To acquaint industry with the wealth of statistical information collected by the War Production Board and its predecessor agencies, the Civilian Production Administration will establish a statistical research room for a six-week period, November 19 through December 28, 1945. The exhibits will be open Monday through Friday of each week, from 9 a. m., to 5 p. m., in the Social Security Building, Washington, D. C.

During the war government received from industry factual reports on such matters as production, materials consumption and inventories which were invaluable in planning production for military needs and for the civilian economy.

Exhibits will include some material which could not be published during the war for reasons of military security, or could not be made available previously because of the pressure of war work upon WPB's statistical staff.

Officials emphasized that the material available for examination will not include any information relative to individual firms, because this information was given to the War Production Board on a confidential basis. Only summary facts will be presented.

In general, the material will be of four types: 1) blank copies of all application and report forms issued by WPB and its predecessor agencies, 2) copies of published tabulations drawn from these forms as returned by industry, 3) information indicating the extent to which other data have been tabulated but not published, and 4) estimates of statistical coverage on particular phases of industry.

To avoid overcrowding of the research room in the early part of its operation, persons intending to visit it between November 19 and 23 are asked to notify Mr. Albert A. Eisenstat, Chief, Industrial Statistics Branch, Civilian Production Administration, Washington 25, D. C. of such intention, and to name those operating units of WPB in whose statistics they are interested. Individuals who do not so notify Mr. Eisenstat by November 15, are requested to schedule their visits to the research room at some time after November 23.

Text of the letter announcing the statistical research room follows, in part:

"During the course of the war, American industry reported to the War Production Board the most comprehensive data ever assembled on inventories, production, shipments, material consumption, and related activities. It was recognized from the start that tabulations of these data would be of interest and value to many organizations and persons outside the government.

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"To the extent that wartime conditions and availability of personnel permitted, summary tabulations of much of the information submitted by industry have been published in the Facts for Industry series. In still unpublished tabulations, and in records not yet tabulated, there may be additional information which might help industry to plan more intelligently and operate more effectively.

"To ensure that data collected during the war, which may be of interest and value to industry, are used effectively, the Civilian Production Administration (successor to WPB) is reviewing currently all of the application and statistical reporting forms filed during the last four years. It was felt that industry, and individuals and organizations offering professional services to industry, can determine the extent to which additional tabulations of WPB materials can be useful in post-war business.

"To assist industry in making these decisions, Civilian Production Administration has established a statistical research room which will be open to the general public--individuals, business firms, trade associations, newspapers, trade publications, consultants, and other interested persons--from November 19, 1945 through December 28, 1945. In this room have been assembled blank copies of every application and report form issued by WPB and its predecessor agencies. Also copies have been assembled of published tabulations based on data supplied on each form, and supplementary information indicating the extent to which other data have been tabulated and not published, estimates of coverage, etc. The research room will be open from 9 a.m. to 5 p.m., Monday through Friday, during the period of its operation.

"Because of limitations of time and personnel, Civilian Production Administration is not in a position to answer mail inquiries concerning this program. Any individual is free to examine the files of blank forms to determine whether he is interested in the data already tabulated or which could be tabulated from any of the individual forms. No report or application to WPB executed by an individual firm will be available for examination. The established practice of the Board concerning the confidential nature of individual returns will be continued and only summary information will be made available."

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X-46225

CIVILIAN PRODUCTION ADMINISTRATION

~~WAR PRODUCTION BOARD~~

WASHINGTON 25, D. C.

IN REPLY REFER TO:

November 9, 1945

MEMORANDUM

TO: Mr. J. D. Small, Administrator
Civilian Production Administration

FROM: David Novick, Director
Industrial Statistics Division

SUBJECT: Reconversion Progress in September and Manufacturers' Forecasts

The first part of the reconversion job--cutting off of war production--was largely completed in September. Indications are that manufacturing activity in the metal-working trades was at about the same level in October as in September, and that it will increase steadily from this point. Some gains are expected by December, 1945, and manufacturers forecast a very substantial improvement by June of 1946. They anticipate that by the middle of 1946 shipments by the metal-working industries--valued in current prices--will be three times the average 1939 rate, or--valued in 1939 prices--about two and one-half times the 1939 rate.

September shipments by the strictly war industries dropped to only 30% of the average monthly rate for the first quarter of 1945. Shipments were substantially higher than actual production in these industries, because of deliveries in September of completed ships and airplanes on which most of the work had been done in earlier months. Ship repair and maintenance represents a large proportion of current activity in the munitions industries.

Manufacturers in munitions industries forecast a steady drop through June of 1946, at which time their output is expected to reach a postwar low of about one-eighth of the wartime rate. There may be some recovery in these industries during the latter part of 1946 as peacetime aircraft and shipbuilding production gets under way. It is noteworthy that even at the greatly reduced level of operations forecast, the value of output and employment in the munitions industries will still be several times the prewar level.

In the industries which are reconverting, September shipments were about 40% of the first quarter 1945 rate. If the automobile industry, in which the September rate of activity was substantially below other reconverting industries, is eliminated, September shipments were half the wartime rate. Shipments of military items had been cut by 90% and were expected to disappear in October. Shipments of normal products also fell in September--to almost 50%. This reduction reflects the cancellation of military orders for civilian-type products before renewed production for civilians made significant headway.

The 60% decline in total shipments by the reconversion industries actually overstates the reduction in manufacturing activity. Many of these industries are now making different products and a considerable volume of extra work is necessary before final assembly and shipment. Even in industries making the same products (such as machinery), where the main reconversion is from military to civilian customers, substantial changes in specifications are often required, with resultant delay in shipments even while manufacturing activity continues at a high level. One indication of the actual level of operations in the reconversion industries is the employment report, which shows September employment only 30% below the first quarter level--20% below if automobiles are excluded. When allowance is made for the shorter work week in September, these figures indicate that the decline in activity in the reconversion industries below the wartime rate was about 40% rather than the 60% indicated by the figures on shipments.

The War Production Board asked manufacturers to forecast the level of shipments which they anticipated in December 1945 and June 1946. The tabulated returns show that manufacturers' anticipations are for June shipments at about 80% of the first quarter 1945 monthly rate for all products (including munitions items) and almost 140% of the first quarter 1945 rate for normal products.

Many of the reports indicate that a further rise in shipments is expected after the middle of next year. This is especially true in machinery and other heavy industries, where work will be well under way on items with long cycles of production for which delivery cannot be effected before the latter part of 1946.

Employment reports probably provide a better indication of the rate of activity than do the forecasts of shipments. Manufacturers anticipate a steady rise in employment in the months ahead, from 68% of the war-time level in September to over 90% by June of 1946. The outstanding feature of the reconversion record to date is the small

amount of temporary reconversion disemployment outside the automobile industry. Fewer jobs are offered and will be offered by the metal-fabricating industries than were available during the war, but a substantial proportion of the labor required for reconversion production has been kept at work making parts and, in some industries, final products for civilian use. Thus, in September, 1945, which probably will be the low month for post-VJ-Day employment in these industries, total employment was still 50% above the prewar level, and forecasts indicate that employment will double the 1939 level by June, 1946. Pre-war employment in the reconversion metal-working industries was 2,500,000. If the pattern of June 1946 forecasts of plants covered in this study is realized throughout the metal-working industries, employment will rise to 5 million.

Table I summarizes the reports for the leading plants in all of the metal-working trades. Table II analyzes the reconversion status of the leading plants in particular industries. These figures are preliminary, and attention should be given to the column showing the percent of each industry reporting. For the period ahead, the employment forecasts give valuable indicators of the anticipated trend of activity. However, direct comparisons of shipments and employment indexes are dangerous because of the changing composition of the products made, changing price levels, and changes in the work week. Tables III, IV, and V show the dollar shipments figures and numerical employment data from which Tables I and II were computed.

This survey of the reconversion situation was based upon reports collected by the War Production Board from the leading metal products manufacturers. It includes actual shipments and employment in September, estimates for October, and forecasts for December, 1945 and June 1946. It should be noted that these forecasts were made by manufacturers on the assumption that materials and components would be generally available and that production would not be seriously interrupted by external causes. For a few industries, forecasts are influenced by seasonal swings in activity. In some industries, forecasts reflect current uncertainty about the 1946 order load.

The report presents data for 55 industries, divided as between war product industries--aircraft, ships, ordnance, and the like--represented by 245 reports covering about three-fourths of these industries; and reconversion industries, represented by 806 reports covering almost 40% of the 1939 value of production. Some of the more significant situations in selected industries are discussed briefly in the following stories on 23 of the industries covered by the report.

MOTOR VEHICLE INDUSTRY (Census Code #1810)

Reports submitted by 84 manufacturers representing 80 percent of the industry indicate that for the industry as a whole the sudden cessation of war contracts resulted in an $8 billion decline in the annual rate of shipments and a drop of 400,000 in employment. The forecasts submitted show hopes of 50 percent reconversion by December and full production by the middle of next year, with both shipments and employment within striking distance of the wartime levels, and the dollar value of output three times the monthly rate in 1939.

The optimistic estimates have been submitted by the manufacturers as contingent figures, valid only under favorable circumstances, including an uninterrupted flow of component parts and harmonious labor relations. Actually, obstacles have arisen and results to date indicate a considerably slower reconversion rate. In addition, manufacturers' forecasts are based on resumption of the prewar practice of utilizing the late summer months to make model changes. However, it is possible that the second quarter will be so utilized in 1946. These changes may be fairly extensive including modifications of engines and transmissions to allow for use of high octane gasoline as well as further modifications in body design. If this alternative is followed, the levels forecast for June will not be reached until late in 1946.

The detailed tables show the picture for two major branches of the industry: first, firms assembling complete cars, trucks, and trailers, in addition to making parts; and second, independent part and accessory manufacturers.

The 24 reports from manufacturers of complete vehicles constitute almost 100 percent coverage. September returns show shipments cut 30 percent from the first quarter 1945 monthly rate of over $600 million per month. Not only was the production of airplane engines, guns, and other strictly military items drastically slashed, but output of trucks, jeeps, and other normal products was cut 60 percent as a result of the sudden stoppage of military orders before production to civilian specifications could be increased to take up the slack. The forecasts call for a rapid increase in shipments of cars and trucks with the anticipated value of shipments for December 50 percent above the wartime rate of shipments for normal products, although still far below the total wartime rate. For June, the forecasts call for shipments of $570 million, only 10 percent below total wartime shipment rates, and more than triple the 1939 average monthly rate of shipments. The indicated passenger car complement of this value figure would be 500,000 units or essentially peak production.

The patterns for each of the big three corporations are similar. However, the smaller passenger car makers forecast more extensive production increases which, with one exception, call for June 1946 shipments above the wartime rate of total production, and from four to nine times the 1939 dollar shipments rate. For some of the firms which manufacture

MOTOR VEHICLE INDUSTRY (Census Code #1810)

only trucks, the end of the war resulted in a relatively small decline in production, but for others requiring substantial changes in specifications to satisfy the civilian market, the declines were similar in magnitude to those sustained by the firms making passenger cars.

The reported September decline in shipments exaggerates the actual decline in activity which took place. Much work was already underway on parts for civilian cars and trucks to be assembled later. Some indication of the decline in productive activity as distinguished from shipments of final products is given by the employment figures which fell from a monthly average of 587,000 in the first quarter to 304,000 in September. Since many plants already reduced the work week to 40 hours in September, these figures indicate a decline in the rate of activity to a little less than 50 percent the wartime level.

According to the manufacturers' forecasts, about half of the expected re-employment will be accomplished by the end of this year; the remainder during the first half of 1946. By June of next year, the forecasts call for 569,000 workers, only slightly below first quarter 1945 employment, and double the 1939 level.

The figures shown for independent auto parts and accessories plants are based on reports from 60 plants, accounting for about half of total production. The patterns are similar to those shown for the manufacturers of complete motor vehicles, except that the shipments forecasts show a less pronounced recovery, with the forecast June figure still less than two-thirds of the first quarter 1945 monthly shipments rate for all products, and only slightly above the first quarter 1945 shipments rate for normal products. This results from the fact that many independent part and accessory makers, still uncertain of the near-time order load, forecast little or no increase in shipments through June 1946 from the low levels reported for September 1945. It is likely, therefore, that as the production plans of the motor vehicle assemblers are clarified, prospects for many of the parts producers will be improved.

MINING MACHINERY INDUSTRY (Census Code #1733)

September shipments slightly in excess of the first quarter 1945 rate were reported by 8 mining machinery plants which represent 44 percent of the pre-war industry. These plants look forward to a steady rise in output to mid-1946, when the rate of shipments is expected to be 20 percent higher than during the first three months of this year and three times the 1939 rate. Since the major part of the output of these firms during the war was normal products for essential replacement and export, the changeover problems are small.

The drop from the first quarter employment reported by the 8 firms for September was less than 2 percent, and October employment is expected to rise above the first quarter level. Anticipated increases through June 1946 will bring the number employed to more than 16 percent above the early 1945 level and double that of 1939.

TEXTILE MACHINERY INDUSTRY (Census Code #1752)

Reported September shipments of 9 textile-machinery producing plants, almost half of the 1939 industry, were down 29 percent from the first quarter 1945 rate. These plants anticipate a small rise in output in October, with a more rapid advance thereafter to a June 1946 level one-fifth higher than the average monthly rate of total shipments (military and civilian products) during the first quarter of this year.

The drop in September shipments resulted from the virtual elimination of production of military items. Shipments of the normal products of the reporting firms were 15 percent higher than during the first quarter of this year. By June 1946, these firms expect shipments of their normal products to be over twice the wartime rate. This will represent a doubling of the average monthly rate of output of the same plants in 1939.

Reflecting initial activity on machinery to be delivered in later months, employment in September remained at the first quarter level. The anticipated expansion of total output of these firms is expected to lift their employment in June 1946 25 percent above the level in the first quarter of this year, nearly double the 1939 average.

PLUMBING AND HEATING EQUIPMENT INDUSTRY (Census Code #1461)

September shipments of plumbing and heating equipment, based on reports from 32 plants (38 percent of the pre-war industry) were only slightly more than half the average monthly output during the first quarter of 1945. The cut was due largely to cancellations of war contracts, both for special military products and for the normal products of this industry. However, shipments of normal products did not fall as sharply as did total shipments, and in September were only about 25 percent below their early 1945 level.

Reports from the 32 plants indicate that the months ahead will see a steady rise in shipments of the pre-war products of this industry. By June 1946, total shipments are expected to be within 30 percent of the wartime level, or more than twice the 1939 average monthly level of output. If these forecasts are realized industry-wide, next year's requirements for the products of this industry for residential housing should be met. Improvement in the foundry situation, now reported to be critical, will be essential to the achievement of these goals.

September employment, reported as holding up fairly well in view of the sharp cuts in shipments, was less than 30 percent below the first quarter labor force in the sample plants. This follows the general pattern for industries in which current production activity will be reflected in shipments in succeeding months. While the anticipated increase in employment will not reach the early 1945 level by next June, it will bring the work force in reporting plants more than 50 percent over their 1939 monthly average.

STOVE, RANGE, WATER-HEATER AND HOT-AIR FURNACE INDUSTRY (Census Code #1465)

Cancellations of military contracts for strictly munitions items produced by 33 plants (36 percent of the pre-war industry) manufacturing stoves, ranges, water-heaters and hot-air furnaces cut September shipments well below half the monthly average during the first quarter of 1945. Output of the normal products of these plants was virtually at the first quarter level in September. Gains forecast by the reporting firms will bring total shipments to within 5 percent of the high wartime rate by the middle of next year. The realization of the predicted gains by these plants will lift their shipments to almost 3 times the pre-war level.

September employment reported by these firms, down less than 30 percent from the first quarter, reflected production activity. Forecasts look to the reattainment of the first quarter employment level by mid-1946. If reached, this will mean a two-thirds gain over the 1939 average level of employment.

STOVE, RANGE, WATER-HEATER AND HOT-AIR FURNACE INDUSTRY (Census Code #1465)

The attainment of the forecast levels of production, dependent in part on the solution of the foundry problem, will satisfy demands on this industry, predicated on current estimates of the volume of new home construction in 1946.

CLOCK AND WATCH INDUSTRY (Census Code #1541)

The high proportion of its production devoted to military use during the war resulted in immediate sharp cutbacks in the clock and watch industry, as reported by 14 plants comprising 56 percent of the pre-war industry. September shipments by these plants totalled less than one-third of their average monthly output during the first quarter of 1945. Shipments of normal products declined only slightly -- less than 13 percent -- during the same period.

By the middle of 1946, the reporting plants expect to reach a level of monthly shipments only 40 percent below the high wartime rate, and almost double their 1939 average monthly output.

Employment cuts were less for these plants than the drop in total shipments; the labor force declined only 25 percent from the beginning of 1945 to September. A steady rise to within 3 percent of the wartime level of employment is forecast for next June, when total employment for this sample group of firms is expected to exceed the 1939 average level by more than 60 percent.

ELECTRICAL GENERATING, DISTRIBUTION AND INDUSTRIAL APPARATUS (Census Code #1619)

Reports from 34 plants, representing half of the electrical generating, distribution and industrial apparatus industry, indicate that current operations are at the level expected to be maintained through the middle of next year. Wartime production of these plants was mainly devoted to their normal types of products for the Services. Only two companies reported that their future major product would be different from their present major product, one going into radio parts and the other into small home electric appliances which may be regarded as allied products for this industry. September shipments were 66 percent of the first quarter 1945 monthly average, almost 3 times the 1939 rate for the same plants.

It should be noted that the expected drop in total shipments from the first quarter 1945 to June 1946 is accounted for by a half-dozen plants which had been producing large quantities of special war products and "heavy" military types of their normal products such as dynamotors, turbines, radio and radar equipment, aircraft engines, gas driven impellors, and turbosuperchargers. Contracts for these items for the armed forces were mostly terminated by September.

ELECTRICAL GENERATING, DISTRIBUTION AND INDUSTRIAL APPARATUS
(Census Code #1619)

Plants which had expanded production of their regular products expect to continue at a high rate. Shipments of the industry's normal civilian type products -- motors, generators, controls and regulators, etc. -- by the middle of next year will be less than 20 percent below the first quarter 1945 rate (which included high military claims).

Employment estimates confirm the current stabilized rate of activity. Employment, at 86 percent of the first quarter in September, is expected to be about the same in June 1946, or well over twice the 1939 rate.

RADIO INDUSTRY (Census Code #1661)

Reports from 32 radio plants, representing about half the 1939 industry indicate a steady rise in output from September at $17 million to a forecast of $44 million in June 1946. While the June rate is still one-third below the wartime monthly production rate, it is almost 4 times average monthly shipments in 1939.

Despite essential similarities in military and civilian production (plant equipment, production techniques and final products) there are problems in reconverting from complicated military radios to the simpler civilian types.

Activity in the production of civilian products, not yet reflected in shipments, held the decline in September employment in the reporting firms to 33 percent from the first quarter level. By June 1946, employment is expected to reach a peacetime peak almost 2½ times the 1939 level and only 20 percent lower than the first quarter 1945 figure.

INTERNAL COMBUSTION ENGINES (Census Code #1712)

September shipments of 18 plants, representing 66 percent of the internal combustion engine industry, were 47 percent below the first quarter 1945 monthly rate. Current estimates of these manufacturers indicate a gradual rise to June 1946, when output is expected to be back up to within 25 percent of the first quarter 1945 rate. At this level, shipments by reporting plants will be more than 4½ times their average monthly output in 1939.

Since more than 97 percent of reported first quarter 1945 production of the sample plants was in normal products, the decline from the first quarter represents a drop in military orders for the industry's civilian-type products. The expected gains, in turn, represent expansion of shipments to civilian users of internal combustion engines.

INTERNAL COMBUSTION ENGINES (Census Code #1712)

Reported shipments of finished engines in September understate the actual rate of operations in manufacturing plants because they do not reflect production behind the final assembly lines. That the September rate of activity was actually higher than indicated by the shipments figures is shown by the employment reports of the same 18 plants -- September employment was down only slightly more than 17 percent from the first quarter of this year. Future increases in employment are expected to lag behind the gains in shipments. By June 1946, producers' estimates look for gains to within 13 percent of the employment level of the first quarter of 1945. This will be 2½ times the average employment by the same plants in 1939.

AGRICULTURAL MACHINERY INDUSTRY (Census Code #1729)

A drop of 28 percent in the September rate of output as compared with the first quarter 1945 was reported by 20 plants comprising 56 percent of the agricultural machinery industry. In October, when production for the military will come to a complete end, an additional 8 percent cut in output is anticipated by these firms. All of the decline to date has been in munitions items -- shipments of farm equipment has held steady at the first quarter rate.

Forecasts of these 20 firms indicate substantial increases in output by mid-1946, when the first quarter 1945 level of total shipments will be regained. At that level, the high wartime rate of farm machinery output will be exceeded by 60 percent, and shipments will run to 3½ times the 1939 monthly average for the same plants. This high forecast rate is due in part to the fact that June production is normally near the seasonal peak for this industry.

The employment drop following the end of the war was small and a rapid recovery is foreseen by the reporting firms. They expect to reach the first quarter 1945 level by the end of this year and to exceed it by one-eighth in June 1946, when forecast employment will be double the 1939 average figure.

TRACTOR INDUSTRY (Census Code #1721)

Reports from 13 tractor plants, 89 percent of the 1939 industry, show a drop in total shipments during September to 58 percent of the first quarter 1945 monthly rate. Forecasts by the same group of plants call for a slow rise in shipments to 75 percent of the first quarter 1945 rate by mid-1946. At this level, shipments of reporting plants will be almost 3 times their average monthly output in 1939. There will be little change in the type of product, since even in early 1945 shipments consisted almost wholly of military and civilian tractors.

September employment in the sample plants declined less sharply from the first quarter 1945 than did production, and is expected to rise gradually from here on out. By June 1946, the anticipated labor force in the reporting plants will slightly exceed the first quarter 1945 figure and will be double their pre-war level.

OFFICE AND STORE MACHINES (Census Code #1771)

Reports from 15 plants, representing almost three-fourths of the office and store machines industry, show September shipments at slightly more than half the first quarter 1945 monthly rate. Since well over half of the production reported by these firms in the first quarter was in special military items, the decline in output largely reflects the elimination of military orders following the end of the war.

Output of normal civilian-type items of the sample plants is currently well ahead of wartime output of these products. Reporting manufacturers expect shipments to rise rapidly and to reach the first quarter 1945 level by June 1946. This means more than doubling the first quarter 1945 average monthly output of normal products for the reporting firms, and also doubling their average monthly shipments in 1939.

Despite the sharp drop in shipments in September, reported employment was down less than 15 percent from the first quarter. A steady employment gain through June 1946 is anticipated by the reporting firms, reaching a level one-eighth above that of the first quarter 1945. This will be up almost 40 percent from the average monthly figure for the same plants in 1939.

SILVERWARE INDUSTRY (Census Code #1561)

Although total September shipments of 4 reporting silverware plants (65 percent of the pre-war industry) were only about half the first quarter 1945 monthly average, the output of normal products of these plants rose 17 percent over the same period. The reporting firms anticipate that June 1946 will find their total output up to within 3 percent of the wartime level, and more than 70 percent above average 1939 monthly shipments.

Employment in September was down only one-eighth from the first quarter mark for the reporting firms. The wartime level is expected to be passed substantially by December, with employment in June 1946 up more than a third. At that time, the current estimates indicate, 1939 employment will be exceeded by 30 percent.

ELECTRIC APPLIANCE INDUSTRY (Census Code #1620)

Reports from 8 plants, representing about one-fourth of the electrical appliance industry, show that a swift rebound from the low level of September shipments is expected. The 8 plants practically maintained their 1939 level of shipments of civilian-type items (mainly for the military) through the first half of 1945, and, at the same time, expanded to provide shipments of military items at an even greater rate.

Total September shipments of the reporting plants, as a result of military cutbacks, were about 28% of the first quarter average. But, much work was already underway on appliance output, and shipments were expected to almost double in October to about half the wartime level for all products. The value of total shipments in December, according to the forecasts of these firms, will be equal to the first quarter 1945 average, and by June 1946 a further gain of about 50% will bring shipments to almost 3 times the 1939 monthly average.

Employment, at 59% of the first quarter average in September, is expected to return to the wartime level by June 1946, when it will be more than double average employment in 1939.

MACHINE TOOL INDUSTRY (Census Code #1741)

Reflecting almost complete termination of direct munitions production, shipments reported for September by 21 plants, comprising 42 percent of the pre-war machine tool industry, were down over 40 percent from the first quarter average monthly level.

While the bulk of the output of these 21 plants during the war was in their pre-war line of machine tools and allied products, manufactured

MACHINE TOOL INDUSTRY (Census Code #1741)(Cont'd.)

at a greatly expanded rate for both military and civilian customers, some plants added the production of special products for the military, such as aircraft parts, motors, transmissions, gun mounts, superchargers and radar. With the cancellation of most of the military contracts, production of machine tools for reconversion has been accelerated, and shipments in September were within 25 percent of the rate in the first quarter of 1945. The reporting firms, in total, expect little change in shipments during the next nine months, their forecasts showing June 1946 output only slightly above the current rate, but more than double the 1939 rate.

Because of the long time required to complete the products of this industry, employment is an important measure of activity. That a considerable part of the present work is in anticipation of future shipments is shown by the fact that employment in the reporting firms declined less than 20 percent from the beginning of the year to September. The slight increase in output now forecast will be coupled with a small decrease in employment, according to the current estimates. Despite this decrease, employment in June 1946 will still be two-thirds above the average for 1939.

Within the total figures, there are important plant variations. Some firms, changing from military to civilian specifications, have experienced sharp drops in activity, but expect substantial gains next year. Others anticipate declines next year after reconversion orders are filled. A heavy demand is foreseen for the products of this industry, including foreign rehabilitation needs as well as domestic orders.

In any event, the reporting firms have 5 to 6 months' unfilled orders at current operating rates. The potential impact of the disposal of government machine tools surpluses is still an area of uncertainty, however.

REFRIGERATOR INDUSTRY (Census Code #1784)

During September, shipments of civilian-type products reported by 18 refrigerator plants, 69 percent of the pre-war industry, were about 90 percent of their total output. These 18 plants shipped nearly 60,000 domestic mechanical refrigerators through the end of September, representing half the value of all current civilian production in these plants. The remaining shipments were of commercial and industrial refrigeration equipment, and other civilian-type products.

The September rate of civilian output was 25 percent below the 1939 monthly level, but the 18 plants expect to exceed the 1939 average monthly rate of output by 20 percent. By next June, the monthly value of civilian production will be almost 40 percent greater than the peak war production rate, and about four times the 1939 rate.

REFRIGERATOR INDUSTRY (Census Code #1784) (Cont'd.)

Reconversion is proceeding rapidly, as reflected in the employment figures for the sample firms. Although September shipments were two-thirds below the wartime level, employment was down less than one-quarter. The work being done on refrigerators and other civilian products, reflected in the comparatively small September decrease in employment and the strong and steady pick-up anticipated for the following months, does not show up substantially in shipments until December. By June 1946, employment is expected to increase more than 75 percent -- to two-and-a-half times what it was in 1939, and one-third higher than even the wartime level.

Anticipation of a high volume of activity is indicated by the fact that one of the plants intends to maintain two forty-hour shifts from December through June, and another expects to continue the present 54-hour workweek at least through June.

LOCOMOTIVE INDUSTRY (Census Code #1911)

Using employment rather than shipments as a measure of activity for the locomotive industry, reports of 4 plants comprising 52 percent of the 1939 industry show a less than 10 percent decline in September as compared with the first quarter 1945. Current forecasts of the same 4 firms call for a steady rate of activity through the end of the year, followed by a drop to 68 percent of first quarter 1945 employment by next June. Whether this reduction reflects future activity accurately, or merely measures orders now on the books, is uncertain. Even at the reduced rate of employment forecast, the June level will be nearly 4 times average employment during 1939.

Shipments of the products of this industry, both by reason of the long period of production required and the fact that most of the production was in civilian-type items, fell sharply with the curtailment of demand for military locomotives. September shipments were half the average level of the first quarter of 1945 for the 4 plants reporting. By December, these manufacturers expect to reattain their wartime level of shipments, after which they indicate a downswing of about one-fourth by June 1946. Even if no later adjustments, based on new orders, bring an upward revision of the June expectations, shipments will be 9½ times 1939 average monthly output for these 4 plants.

SPORTING GOODS AND TOYS INDUSTRY (Census Code Nos. 2041, 2043, 2049)

Reports from 10 manufacturers of sporting goods and toys, 44 percent of the pre-war industry, show a cut in September shipments to less than half the monthly rate in the first quarter of the year. Most of the decline resulted from cancellations of military-type items; shipments of the normal products of this group of firms fell only 13 percent

SPORTING GOODS AND TOYS INDUSTRY (Census Code Nos. 2041, 2043, 2049)(Cont'd.)

during the same period. The minor reduction in output of normal products reflects, in part, the high importance given sporting goods in the rehabilitation of military personnel.

Immediate sharp increases in shipments are forecast by these plants, bringing production in June 1946 above the rate of total production in first quarter 1945, when output was about double the rate in 1939.

In addition to the usual reconversion problems of utilizing war-expanded facilities for the manufacture of normal products and obtaining trained labor, this industry has the additional problem of building up inventories of such basic raw materials as rubber and bamboo, both of which depend on settling of troubles in the Far East.

Employment, which fell 43 percent from the first quarter to September for these 10 plants, is expected to rise slowly to 85 percent of the first quarter 1945 level and to 140 percent of the average for 1939.

FOOD PRODUCTS MACHINERY INDUSTRY (Census Code #1751)

Reports from 14 plants, 25 percent of the food products machinery industry, show September shipments down one-third from the first quarter 1945 monthly rate. The reporting firms anticipate a further cut of about the same magnitude during October.

Wartime production of these firms was devoted largely to direct military items. In the first quarter of this year, only 28 percent of total shipments of this group of firms represented the normal products of this industry. The first quarter level of output of the normal products of these plants was maintained during September, and a forecast gain of more than 55 percent in this part of their total output will bring total shipments up to 43 percent of the wartime level by June 1946. Even at this low rate, as compared with wartime operations, these plants will be producing at 3½ times their 1939 rate.

Employment in the 14 plants holds up better than shipments. The drop from first quarter 1945 to September was less than 20 percent. The anticipated reduction in force during October is only 5 percent, and the gains thereafter bring forecast employment in June 1946 to within 14 percent of the early 1945 level — and to 2½ times average 1939 employment.

DOMESTIC LAUNDRY EQUIPMENT INDUSTRY (Census Code #1781)

Reports from 6 plants, representing almost half of the pre-war domestic laundry equipment industry, show that by the middle of next year estimated shipments will regain the high wartime levels, which were more than double the 1939 monthly average.

The manufacture of military items comprised more than 90 percent of the industry's wartime business; the balance was largely replacement parts for civilian washing machines. The trend in shipments of normal products, estimated from reports of the plants studied, indicates sharp increases in output, with October 76 percent above, and December 3 times the first quarter 1945 monthly average, as compared with September's performance of 69 percent. Forecast shipments of the 6 plants in June are 15 percent more than the combined value of military and civilian items. The value of normal products alone are expected to be five times the first quarter 1945 monthly average and 2½ times the 1939 monthly rate.

Employment, only about 63 percent of the first quarter 1945 monthly average in September, is also expected to reach the wartime level (about double 1939 employment) by the middle of 1946.

Market surveys reveal that models have been on distributors' floors for the last month, but large scale delivery is not expected until after the first of the year.

PRINTING MACHINERY AND EQUIPMENT INDUSTRY (Census Code #1755)

September shipments reported by 6 plants representing 30 percent of the pre-war printing machinery and equipment industry were down more than 70 percent from the first quarter 1945 level. The forecase of these firms for October calls for a further cut — to 16 percent of first quarter average monthly output.

Only 15 percent of total first quarter shipments were in pre-war products of these 6 plants — the bulk of their work was in military items. In September, the normal products portion of their total output stood at 88 percent of the corresponding figure for the average month of the first quarter of 1945, and the early 1945 level was expected to be substantially regained by October.

Further gains in shipments of the normal products of these firms are expected to bring June 1946 to more than 2½ times the level of normal product output in the first quarter of 1945, and total production to nearly 40 percent of the combined military and normal product figure for that period. At that level, June shipments will total almost 2½ times average monthly output in 1939.

Shipments data understate the level of activity in this industry, the major products of which require 6 to 8 months to manufacture. Thus, employment for the 6 reporting firms was down only 30 percent in September from the first 3 months of the year, and anticipated gains during the rest of this year and the first half of 1946 will bring June employment to within one-eighth of the wartime peak. With June employment at more than twice the 1939 average, much of the work will still be in anticipation of shipments later in the year.

CARS AND CAR EQUIPMENT INDUSTRY (Railroad, Street Car and Rapid Transit) (Census Code #1912)

Employment reports, a better measure of activity than shipments for the cars and car equipment industry, show September at almost 60 percent of first quarter 1945 for 17 reporting plants representing 40 percent of the pre-war industry. Much of the decline results from the elimination of military items as well as the cancellation of military orders for the civilian-type products of these firms.

A very gradual rise is forecast by the reporting firms, reaching 69 percent of the wartime level by next June, when employment will be almost 2½ times the average 1939 level.

The completion or cancellation of war orders brought September shipments for this group of firms down to 24 percent of first quarter 1945 output, with the normal products of this industry being shipped at better than half the early 1945 rate. Gains in shipments of the pre-war products to more than 3 times the September level by next June will bring total output to more than three-fourths the wartime rate and to almost 6 times the rate in 1939.

HARDWARE INDUSTRY (Census Code #1459)

Reports from 22 plants representing one-third of the pre-war hardware industry indicate that production is expected to rise steadily, although slowly, in almost all plants in the months ahead. During the war these plants were producing both their normal and special military products. In the first quarter of 1945, about 60 percent of production was of the former type. As a result of military contract cancellations, total September shipments of the reporting plants were only 44 percent of the first quarter average. The forecasts indicate that by June 1946 total shipments will rise to 69 percent of the first quarter 1945 average monthly rate and to almost twice the 1939 average.

Military contract cancellations have cut most heavily into shipments of transportation hardware — the September decline was to one-half the first quarter average. Shipments of builders' hardware were at about the same level in September as in the first quarter and a rising trend is forecast to meet anticipated construction demand.

Employment, down only 15 percent in September from the beginning of the year, is expected to rise steadily, although at a slower rate than shipments. By June 1946, employment in reporting plants is expected to exceed the wartime level and to be more than one-fourth greater than in 1939.

TABLE I

RECONVERSION STATUS AND FORECASTS OF LEADING PLANTS IN METAL WORKING INDUSTRIES
SEPTEMBER 1945 - JUNE 1946

SUMMARY

Industry and Item 1/	Percent of First Quarter 1945 Monthly Average				June 1946 as % of 1939 Mo. Av.
	Actual Sept. 1945	Estimated Oct. 1945	Mfrs' Forecast Dec. 1945	Mfrs' Forecast June 1946	
WAR-PRODUCTS INDUSTRIES					
Value of Total Shipments	30.6	25.9	21.3	11.7	n.a.
Total Employment	36.8	29.7	23.0	17.1	n.a.
RECONVERSION INDUSTRIES - TOTAL					
Value of Total Shipments	37.4	41.2	58.5	78.6	305.0 2/
Value of Shipments of Normal Products	53.8	70.9	101.9	137.1	305.0
Total Employment	68.2	69.9	78.7	91.8	199.4
MOTOR VEHICLE INDUSTRY 3/					
Value of Total Shipments	22.4	26.6	55.5	85.4	315.9
Value of Shipments of Normal Products	40.2	64.0	136.6	210.0	315.9
Total Employment	53.2	57.1	73.5	95.2	205.1
ALL OTHER RECONVERSION INDUSTRIES					
Value of Total Shipments	50.0	53.5	61.0	72.9	294.9
Value of Shipments of Normal Products	64.3	74.2	85.4	102.3	294.9
Total Employment	78.1	78.3	82.1	89.6	195.5

1/ Value in current dollars, not corrected for price changes.
2/ Corresponding figure in 1939 prices is 247.7, based on wholesale price index for commodities other than farm products and foods for the second half of October 1945.
3/ Includes both assembly and parts plants; separate figures for the two branches of the industry are shown in Table II.

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TABLE II

RECONVERSION STATUS AND FORECASTS OF LEADING PLANTS IN METAL WORKING INDUSTRIES
SEPTEMBER 1945 - JUNE 1946

RATIOS FOR FIFTY-FIVE INDUSTRIES

Industry and Item 2/	Percent of First Quarter 1945 Monthly Average				June 1946 as % of 1939 Mo. Av.	Number of Reports	Percent of Industry 1/ Reporting	Percent Normal Prod. of Total 1st Qtr. 1945
	Actual Sept. 1945	Estimated Oct. 1945	Mfrs.' Forecast Dec. 1945	Mfrs.' Forecast June 1946				
ORDNANCE						71	n.a.	100
Value of Total Shipments	17.0	12.4	9.7	6.4	n.a.			
Total Employment	24.8	16.6	11.3	7.2	n.a			
AIRCRAFT						78	n.a.	100
Value of Total Shipments	13.9	8.2	11.3	8.3	n.a.			
Total Employment	28.2	24.3	20.4	19.3	n.a.			
SHIPS						96	n.a.	100
Value of Total Shipments	60.5	57.3	40.6	18.7	n.a.			
Total Employment	48.4	39.3	29.6	19.0	n.a.			
TIRES & TUBES						14	59	72.7
Value of Total Shipments	51.1	64.7	70.3	78.4	276.4			
Value of Shipments of Normal Products	68.3	88.9	96.6	107.8	276.4			
Total Employment	74.0	91.6	95.9	99.9	194.0			
CUTLERY & EDGE TOOLS						9	36	87.6
Value of Total Shipments	90.2	86.9	75.6	93.4	307.7			
Value of Shipments of Normal Products	101.2	99.2	86.4	106.7	307.7			
Total Employment	89.9	87.6	88.3	93.8	180.4			

1/ Percent of 1939 value of product covered by reporting plants.
2/ Value in current dollars, not corrected for price changes.
n.a. Not available.

TABLE II - Continued

RECONVERSION STATUS AND FORECASTS OF LEADING PLANTS IN METAL WORKING INDUSTRIES
SEPTEMBER 1945 - JUNE 1946

RATIOS FOR FIFTY-FIVE INDUSTRIES

Industry and Item 2/	Percent of First Quarter 1945 Monthly Average				June 1946 as % of 1939 Mo.Av.	Number of Reports	Percent of Industry 1/ Reporting	Percent Normal Prod. of Total 1st Qtr. 1945
	Actual	Estimated	Mfrs.' Forecast					
	Sept.1945	Oct. 1945	Dec. 1945	June 1946				
HAND TOOLS, FILES, & SAWS						22	42	87.8
Value of Total Shipments	58.8	65.0	73.2	70.3	247.8			
Value of Shipments of Normal Products	65.3	73.9	83.3	80.1	247.8			
Total Employment	85.0	81.7	87.6	88.1	150.0			
HARDWARE						22	34	61.1
Value of Total Shipments	43.9	48.6	54.6	69.3	189.7			
Value of Shipments of Normal Products	68.4	79.6	89.3	113.3	189.7			
Total Employment	85.6	88.7	92.7	109.8	129.3			
STOVES, RANGES, ETC.						33	36	39.9
Value of Total Shipments	43.1	57.6	60.4	95.9	274.7			
Value of Shipments of Normal Products	99.3	127.8	151.2	240.3	274.7			
Total Employment	71.2	73.8	80.2	102.6	163.7			
VITREOUS ENAMELED PRODUCTS						8	29	42.8
Value of Total Shipments	53.1	62.1	61.1	68.4	245.8			
Value of Shipments of Normal Products	90.1	145.1	142.8	159.8	245.8			
Total Employment	76.4	86.1	91.6	100.6	156.7			
METAL DOOR WINDOW SASH & TRIM						8	32	54.4
Value of Total Shipments	40.0	46.0	49.0	72.6	214.9			
Value of Shipments of Normal Products	73.0	84.6	90.1	133.3	214.9			
Total Employment	75.1	75.9	80.0	92.0	137.1			
CLOCKS & WATCHES						14	56	27.5
Value of Total Shipments	32.1	34.1	40.3	60.5	184.8			
Value of Shipments of Normal Products	87.3	100.2	138.3	219.7	184.8			
Total Employment	74.9	75.0	81.1	97.1	160.5			

93-183 P31 DU

23-183 P22 bu

TABLE II - Continued

RECONVERSION STATUS AND FORECASTS OF LEADING PLANTS IN METAL WORKING INDUSTRIES
SEPTEMBER 1945 - JUNE 1946

RATIOS FOR FIFTY-FIVE INDUSTRIES

Industry and Item 2/	Percent of First Quarter 1945 Monthly Average				June 1946 as % of 1939 Mo.Av.	Number of Reports	Percent of Industry 1/ Reporting	Percent Normal Prod. of Total 1st Qtr. 1945
	Actual Sept.1945	Estimated Oct. 1945	Mfrs.' Forecast Dec. 1945	Mfrs.' Forecast June 1946				
SILVERWARE						4	65	40.8
Value of Total Shipments	50.6	58.1	80.3	97.2	170.9			
Value of Shipments of Normal Products	117.2	142.6	197.0	238.4	170.9			
Total Employment	87.8	93.5	121.1	135.8	131.5			
ALUMINUM WARE						4	48	39.2
Value of Total Shipments	42.0	60.5	76.0	107.1	248.8			
Value of Shipments of Normal Products	81.8	137.3	180.5	272.9	248.8			
Total Employment	85.6	87.2	96.2	116.7	164.9			
ELECTRICAL MEASURING INSTRUMENTS						5	54	48.3
Value of Total Shipments	45.6	48.3	62.3	65.3	212.7			
Value of Shipments of Normal Products	60.7	90.0	125.6	135.1	212.7			
Total Employment	67.1	70.6	71.7	71.6	188.7			
ELECTRIC GENERATING & DISTR. APPARATUS						34	52	83.6
Value of Total Shipments	66.2	60.9	66.3	68.5	290.7			
Value of Shipments of Normal Products	77.2	72.5	79.2	82.0	290.7			
Total Employment	86.0	86.1	85.0	87.7	238.4			
ELECTRICAL APPLIANCES						8	25	45.5
Value of Total Shipments	27.8	49.9	97.8	143.9	325.1			
Value of Shipments of Normal Products	44.8	109.4	215.0	316.4	325.1			
Total Employment	59.3	69.0	89.2	105.6	223.6			

TABLE II - Continued

RECONVERSION STATUS AND FORECASTS OF LEADING PLANTS IN METAL WORKING INDUSTRIES
SEPTEMBER 1945 - JUNE 1946

RATIOS FOR FIFTY-FIVE INDUSTRIES

Industry and Item 2/	Percent of First Quarter 1945 Monthly Average				June 1946 as % of 1939 Mo.Av.	Number of Reports	Percent of Industry 1/ Reporting	Percent Normal Prod.of Total 1st Qtr. 1945
	Actual Sept. 1945	Estimated Oct. 1945	Mfrs.' Forecast Dec. 1945	Mfrs.' Forecast June 1946				
RADIOS						32	49	95.6
Value of Total Shipments	26.3	28.1	43.0	66.9	394.2			
Value of Shipments of Normal Products	27.4	29.4	45.0	69.9	394.2			
Total Employment	64.9	63.3	68.5	79.3	243.5			
COMMUNICATION EQUIPMENT						26	75	96.7
Value of Total Shipments	37.4	40.1	42.6	40.1	307.6			
Value of Shipments of Normal Products	38.1	41.2	43.8	41.4	307.6			
Total Employment	70.0	69.7	69.1	69.3	263.1			
STEAM ENGINES & TURBINES						3	41	82.3
Value of Total Shipments	41.2	80.1	69.6	50.4	169.5			
Value of Shipments of Normal Products	50.0	97.3	84.5	61.3	169.5			
Total Employment	87.6	86.1	86.4	70.6	175.3			
INTERNAL COMBUSTION ENGINES						18	66	97.2
Value of Total Shipments	53.0	67.4	69.4	75.3	445.2			
Value of Shipments of Normal Products	54.4	69.2	71.3	77.5	445.2			
Total Employment	82.7	82.6	84.3	87.3	246.8			
TRACTORS						13	89	92.0
Value of Total Shipments	57.9	58.8	64.3	75.5	290.9			
Value of Shipments of Normal Products	59.6	63.8	69.9	82.1	290.9			
Total Employment	88.0	89.0	96.2	103.9	192.2			

23-183 P23 bu

23-183 P24 bu

TABLE II - Continued

RECONVERSION STATUS AND FORECASTS OF LEADING PLANTS IN METAL WORKING INDUSTRIES
SEPTEMBER 1945 - JUNE 1946

RATIOS FOR FIFTY-FIVE INDUSTRIES

Industry and Item 2/	Percent of First Quarter 1945 Monthly Average: Actual Sept. 1945	Estimated Oct. 1945	Mfrs.' Forecast Dec. 1945	Mfrs.' Forecast June 1946	June 1946 as % of 1939 Mo.Av.	Number of Reports	Percent of Industry 1/ Reporting	Percent Normal Prod.of Total 1st Qtr. 1945
AGRICULTURAL MACHINERY						20	56	63.9
Value of Total Shipments	72.2	66.3	72.1	103.2	350.7			
Value of Shipments of Normal Products	103.4	103.8	112.8	161.6	350.7			
Total Employment	85.5	95.0	100.5	111.9	201.4			
CONSTRUCTION MACHINERY						19	43	96.1
Value of Total Shipments	68.4	72.1	79.0	86.9	348.0			
Value of Shipments of Normal Products	71.0	75.1	82.2	90.4	348.0			
Total Employment	89.2	90.3	91.3	94.9	228.6			
OIL-FIELD MACHINERY						11	42	59.8
Value of Total Shipments	61.5	68.4	65.7	70.4	280.7			
Value of Shipments of Normal Products	94.1	108.5	109.7	117.6	280.7			
Total Employment	76.2	78.1	76.3	74.2	219.5			
MINING MACHINERY						8	44	87.0
Value of Total Shipments	105.8	107.4	117.5	122.3	315.7			
Value of Shipments of Normal Products	121.6	123.4	135.1	140.6	315.7			
Total Employment	98.2	103.2	108.1	116.3	217.2			
MACHINE TOOLS						21	42	74.2
Value of Total Shipments	59.3	57.3	61.4	61.3	220.2			
Value of Shipments of Normal Products	78.4	77.2	82.7	82.6	220.2			
Total Employment	80.9	80.0	78.9	76.1	166.8			

TABLE II - Continued

RECONVERSION STATUS AND FORECASTS OF LEADING PLANTS IN METAL WORKING INDUSTRIES
SEPTEMBER 1945 - JUNE 1946

RATIOS FOR FIFTY-FIVE INDUSTRIES

Industry and Item 2/	Percent of First Quarter 1945 Monthly Average				June 1946 as % of 1939 Mo.Av.	Number of Reports	Percent of Industry 1/ Reporting	Percent Normal Prod. of Total 1st Qtr. 1945
	Actual Sept. 1945	Estimated Oct. 1945	Mfrs.' Forecast Dec. 1945	Mfrs.' Forecast June 1946				
MACHINE TOOL & MACHINERY ACC.						27	25	89.6
Value of Total Shipments	48.2	48.4	47.1	57.5	373.8			
Value of Shipments of Normal Products	52.9	54.0	52.5	64.1	373.8			
Total Employment	85.8	79.1	75.9	78.5	267.4			
METAL WORKING MACH. & EQPT.,n.e.c.						18	38	79.1
Value of Total Shipments	75.6	60.5	57.9	66.2	247.1			
Value of Shipments of Normal Products	55.4	76.5	73.3	83.8	247.1			
Total Employment	80.5	81.5	82.3	84.6	164.6			
FOOD PRODUCTS MACHINERY						14	25	27.6
Value of Total Shipments	66.1	31.9	34.6	42.5	339.6			
Value of Shipments of Normal Products	97.9	115.8	125.7	154.3	339.6			
Total Employment	80.2	75.5	76.1	86.2	250.1			
TEXTILE MACHINERY						9	48	59.1
Value of Total Shipments	71.3	73.7	86.4	119.5	232.7			
Value of Shipments of Normal Products	115.2	124.2	145.6	202.1	232.7			
Total Employment	99.3	100.8	110.3	124.1	194.5			
WOODWORKING MACHINERY						7	22	90.7
Value of Total Shipments	75.2	61.4	83.5	88.2	476.6			
Value of Shipments of Normal Products	82.7	67.5	91.9	97.2	476.6			
Total Employment	90.3	75.2	88.4	92.7	287.5			

23-183 P25 bu

23-183 P26 bu

TABLE II - Continued

RECONVERSION STATUS AND FORECASTS OF LEADING PLANTS IN METAL WORKING INDUSTRIES
SEPTEMBER 1945 - JUNE 1946

RATIOS FOR FIFTY-FIVE INDUSTRIES

Industry and Item 2/	Percent of First Quarter 1945 Monthly Average				June 1946 as % of 1939 Mo.Av.	Number of Reports	Percent of Industry 1/ Reporting	Percent Normal Prod. of Total 1st Qtr. 1945
	Actual Sept. 1945	Estimated Oct. 1945	Mfrs.' Forecast Dec. 1945	Mfrs.' Forecast June 1946				
PAPER & PULP-MILL MACHINERY						8	27	27.1
Value of Total Shipments	48.9	40.9	46.1	61.3	280.4			
Value of Shipments of Normal Products	115.3	134.4	163.7	226.5	280.4			
Total Employment	78.4	78.9	80.4	89.6	206.8			
PRINTING MACHINERY						6	30	14.6
Value of Total Shipments	28.8	16.0	19.7	39.6	244.3			
Value of Shipments of Normal Products	88.2	99.2	134.6	270.8	244.3			
Total Employment	69.6	70.9	75.0	87.9	227.4			
PUMPING EQPT. & AIR COMPRESSORS						12	20	91.7
Value of Total Shipments	53.2	60.9	67.1	59.8	277.7			
Value of Shipments of Normal Products	57.3	65.7	72.5	65.2	277.7			
Total Employment	82.3	81.4	81.0	77.5	195.1			
CARS & TRUCKS, INDUSTRIAL						5	39	99.9
Value of Total Shipments	102.0	98.7	97.9	95.9	661.3			
Value of Shipments of Normal Products	102.1	98.8	98.0	96.0	661.3			
Total Employment	104.2	104.0	101.5	101.9	314.6			
MEASURING INSTRUMENTS, MECH.						8	48	68.1
Value of Total Shipments	41.4	51.3	51.0	57.1	209.8			
Value of Shipments of Normal Products	60.6	75.3	74.9	83.9	209.8			
Total Employment	72.7	72.6	73.2	75.6	164.9			

TABLE II - Continued

RECONVERSION STATUS AND FORECASTS OF LEADING PLANTS IN METAL WORKING INDUSTRIES
SEPTEMBER 1945 - JUNE 1946

RATIOS FOR FIFTY-FIVE INDUSTRIES

Industry and Item 2/	Percent of First Quarter 1945 Monthly Average				June 1946 as % of 1939 Mo.Av.	Number of Reports	Percent of Industry 1/ Reporting	Percent Normal Prod. of Total 1st Qtr. 1945
	Actual Sept. 1945	Estimated Oct. 1945	Mfrs.' Forecast Dec. 1945	Mfrs.' Forecast June 1946				
STOKERS, MECHANICAL						5	30	33.9
Value of Total Shipments	40.4	44.1	51.5	50.3	263.7			
Value of Shipments of Normal Products	105.4	130.2	152.0	148.6	263.7			
Total Employment	63.8	65.7	68.3	59.8	186.1			
INDUSTRIAL MACHINERY, n.e.c.						15	30	73.2
Value of Total Shipments	42.9	57.6	56.4	48.0	293.0			
Value of Shipments of Normal Products	52.4	74.4	77.0	65.6	293.0			
Total Employment	73.9	74.5	73.7	72.2	341.7			
OFFICE & STORE MACHINES						15	74	43.5
Value of Total Shipments	51.5	62.6	72.4	97.0	231.8			
Value of Shipments of Normal Products	112.5	142.5	165.4	222.8	231.8			
Total Employment	85.5	89.9	94.5	112.5	139.0			
SCALES & BALANCES						4	37	94.4
Value of Total Shipments	122.6	134.4	145.7	166.6	348.3			
Value of Shipments of Normal Products	129.8	142.4	154.3	176.5	348.3			
Total Employment	100.5	101.4	104.9	110.1	153.3			
LAUNDRY, EQPT., DOMESTIC						6	43	23.4
Value of Total Shipments	17.1	41.1	71.9	114.9	263.3			
Value of Shipments of Normal Products	69.3	176.0	307.7	491.6	263.3			
Total Employment	63.2	70.1	80.8	102.2	192.5			

23-183 P27 bu

23-163 P28 bu

TABLE II - Continued

RECONVERSION STATUS AND FORECASTS OF LEADING PLANTS IN METAL WORKING INDUSTRIES
SEPTEMBER 1945 - JUNE 1946

RATIOS FOR FIFTY-FIVE INDUSTRIES

Industry and Item 2/	Percent of First Quarter 1945 Monthly Average				June 1946 as % of 1939 Mo.Av.	Number of Reports	Percent of Industry 1/ Reporting	Percent Normal Prod. of Total 1st Qtr. 1945
	Actual Sept. 1945	Estimated Oct. 1945	Mfrs.' Forecast Dec. 1945	Mfrs.' Forecast June 1946				
COMMERCIAL LAUNDRY & DRY CLEANING MACH.						4	54	84.9
Value of Total Shipments	153.4	122.0	134.2	158.5	364.9			
Value of Shipments of Normal Products	170.1	143.8	158.2	186.8	364.9			
Total Employment	95.8	100.1	98.9	99.9	186.7			
SEWING MACHINES						4	75	32.6
Value of Total Shipments	34.0	35.9	34.9	51.4	209.1			
Value of Shipments of Normal Products	85.8	100.5	107.1	157.7	209.1			
Total Employment	67.3	67.7	69.2	74.5	109.1			
REFRIGERATORS						18	69	32.4
Value of Total Shipments	35.7	47.8	82.8	138.4	374.8			
Value of Shipments of Normal Products	85.9	124.0	214.9	359.5	374.8			
Total Employment	77.7	84.6	101.3	133.7	245.1			
CARS, TRUCKS, & TRAILERS						24	80 3/	37.1
Value of Total Shipments	21.4	25.1	57.2	89.6	315.1			
Value of Shipments of Normal Products	40.3	65.7	153.9	241.1	315.1			
Total Employment	51.8	55.4	73.3	97.0	200.6			
AUTOMOTIVE PARTS & ACCESSORIES						60	3/	59.4
Value of Total Shipments	27.9	34.8	46.6	63.1	322.5			
Value of Shipments of Normal Products	39.8	58.2	78.4	105.7	321.2			
Total Employment	59.7	65.3	74.4	86.8	232.5			

3/ Separate figures on coverage not available for parts and accessories; figure covers entire motor vehicle industry.

TABLE II - Continued

RECONVERSION STATUS AND FORECASTS OF LEADING PLANTS IN METAL WORKING INDUSTRIES
SEPTEMBER 1945 - JUNE 1946

RATIOS FOR FIFTY-FIVE INDUSTRIES

Industry and Item 2/	Percent of First Quarter 1945 Monthly Average				June 1946 as % of 1939 Mo.Av.	Number of Reports	Percent of Industry 1/ Reporting	Percent Normal Prod. of Total 1st Qtr. 1945
	Actual Sept. 1945	Estimated Oct. 1945	Mfrs.' Forecast Dec. 1945	Mfrs.' Forecast June 1946				
LOCOMOTIVES						4	52	96.1
Value of Total Shipments	50.9	89.0	99.7	73.1	955.5			
Value of Shipments of Normal Products	52.5	92.6	103.8	76.1	955.5			
Total Employment	90.6	90.8	90.9	68.3	378.5			
CARS & EQPT., RAILROAD & STREET						17	40	43.2
Value of Total Shipments	23.9	39.8	59.8	77.2	571.5			
Value of Shipments of Normal Products	52.4	92.0	138.3	178.4	571.5			
Total Employment	59.7	59.7	62.7	69.1	235.5			
NEEDLES, PINS, FASTENERS, ETC.						6	50	78.4
Value of Total Shipments	72.3	83.4	89.2	114.5	277.3			
Value of Shipments of Normal Products	92.2	106.3	113.7	146.0	277.3			
Total Employment	100.0	103.9	110.2	129.4	131.0			
CONTAINERS						30	n.a.	77.5
Value of Total Shipments	87.4	81.4	80.5	102.7	175.7			
Value of Shipments of Normal Products	110.0	105.0	103.9	132.5	175.7			
Total Employment	83.1	85.3	86.1	101.5	144.5			
METAL FURNITURE						15	n.a.	41.9
Value of Total Shipments	37.4	38.5	51.4	75.4	254.9			
Value of Shipments of Normal Products	71.0	86.5	122.6	180.0	254.9			
Total Employment	63.7	53.5	64.9	79.3	170.6			

35-183 P99 bn

23-183 P30 bu

TABLE II - Continued

RECONVERSION STATUS AND FORECASTS OF LEADING PLANTS IN METAL WORKING INDUSTRIES
SEPTEMBER 1945 - JUNE 1946

RATIOS FOR FIFTY-FIVE INDUSTRIES

Industry and Item 2/	Percent of First Quarter 1945 Monthly Average				June 1946 as % of 1939 Mo.Av.	Number of Reports	Percent of Industry 1/ Reporting	Percent Normal Prod. of Total 1st Qtr. 1945
	Actual Sept. 1945	Estimated Oct. 1945	Mfrs.' Forecast Dec. 1945	Mfrs.' Forecast June 1946				
PLUMBING & HEATING EQPT.						32	n.a.	70.3
Value of Total Shipments	53.4	55.9	57.3	70.8	207.4			
Value of Shipments of Normal Products	72.6	78.0	81.4	100.7	207.4			
Total Employment	78.4	78.8	82.4	92.9	153.6			
GENERAL INDUS. MACH. PTS. & EQPT.						51	n.a.	72.4
Value of Total Shipments	41.4	38.5	43.1	50.8	312.1			
Value of Shipments of Normal Products	52.7	52.1	59.2	70.1	312.1			
Total Employment	66.5	60.5	67.3	70.9	207.0			
PHOTO. & OPTICAL EQPT. & INSTRUMENTS						13	n.a.	71.4
Value of Total Shipments	79.4	77.1	76.2	78.1	252.9			
Value of Shipments of Normal Products	80.8	105.7	105.7	109.3	252.8			
Total Employment	86.9	85.5	85.2	85.1	201.1			
SPORTING GOODS & TOYS						10	n.a.	43.6
Value of Total Shipments	47.4	53.3	74.8	106.3	211.0			
Value of Shipments of Normal Products	87.1	116.7	170.8	243.7	211.0			
Total Employment	57.0	62.4	74.3	85.5	140.1			

TABLE III

RECONVERSION STATUS AND FORECASTS OF LEADING PLANTS IN METAL WORKING INDUSTRIES 1/ SEPTEMBER 1945 - JUNE 1946

Total Shipments Including Munitions Items

(monthly rates in thousands of dollars not adjusted for price changes)

Industry	1939	Actual 2/ 1945		Mfrs' Forecast 1945		1946
		1st Qtr.	Sept.	Oct.	Dec.	June
WAR PRODUCTS INDUSTRIES - TOTAL	n.a.	1,263,701	387,093	327,773	269,633	147,332
Ordnance	n.a.	171,380	29,258	21,277	16,595	10,938
Aircraft	n.a.	649,670	90,187	53,078	73,378	53,628
Ships	n.a.	442,651	267,648	253,418	179,660	82,766
RECONVERSION INDUSTRIES - TOTAL	428,027	1,660,423	621,530	684,759	971,687	1,305,279
Tires and Tubes	1,186	4,088	3,571	3,500	4,000	4,500
Cutlery and Edge Tools	1,773	5,840	5,270	5,073	4,418	5,455
Hand Tools, Files, and Saws	3,671	12,933	7,602	8,403	9,465	9,098
Hardware	4,312	11,809	5,184	5,744	6,447	8,180
Stoves, Ranges, Etc.	6,683	19,141	8,257	9,882	11,552	18,360
Vitreous Enameled Products.	1,072	3,854	2,047	2,392	2,355	2,635
Metal Door Windows, Sash and Trim	1,291	3,823	1,528	1,760	1,875	2,775
Clocks and Watches	4,413	13,486	4,332	4,599	5,430	8,155
Silver and Plated Ware	3,421	6,016	3,044	3,496	4,830	5,845
Aluminum Ware	1,497	3,478	1,462	2,105	2,645	3,725
Electrical Measuring Instruments	1,892	6,168	2,815	2,980	3,843	4,025
Electrical Generating and Distributing Apparatus	20,281	86,029	56,955	52,428	57,047	58,958
Electrical Appliances	3,078	6,954	1,934	3,469	6,800	10,008
Radios	11,248	66,314	17,457	18,651	28,536	44,345
Communication Equipment	11,950	91,739	34,335	36,787	39,068	36,757
Steam Engines and Turbines	848	2,850	1,174	2,283	1,983	1,437
Internal Combustion Engines	6,095	36,027	19,090	24,267	24,996	27,137
Tractors	0	4,128	4	0	25	75
Agricultural Machinery	7,868	26,727	19,307	17,720	19,276	27,591
Construction Machinery	5,050	20,224	13,833	14,587	15,970	17,572
Oil Field Machinery	3,133	12,498	7,691	8,533	8,207	8,794
Mining Machinery and Equipment	1,218	3,144	3,325	3,376	3,695	3,845
Machine Tools	7,583	27,226	16,146	15,607	16,709	16,694
Machine Tools and Other Metal Working Machinery Acc.	2,560	16,653	8,022	8,058	7,842	9,570
Metal Working Machinery and Equipment, n.e.c.	3,097	11,554	8,734	6,991	6,694	7,653

1/ The industries are classified by prewar principal products.
2/ First quarter and September shipments include a considerable volume of special war products in addition to the normal products.

TABLE III (Continued)

RECONVERSION STATUS AND FORECASTS OF LEADING PLANTS IN METAL WORKING INDUSTRIES 1/
SEPTEMBER 1945 - JUNE 1946

Total Shipments Including Munitions Items

(monthly rates in thousands of dollars not adjusted for price changes)

Industry	1939	Actual 2/ 1945		Mfrs' Forecast 1945		1946
		1st Qtr.	Sept.	Oct.	Dec.	June
RECONVERSION INDUSTRIES (Cont'd.)						
Food Products Machinery	1,879	15,007	9,917	4,789	5,199	6,382
Textile Machinery	3,707	7,217	5,147	5,320	6,235	8,626
Woodworking Machinery	398	2,150	1,617	1,320	1,795	1,897
Paper and Pulp Mill Machinery	719	3,290	1,610	1,344	1,516	2,016
Printing Machinery	1,383	8,525	2,451	1,363	1,680	3,379
Pumping Equipment & Air Compressors	2,196	10,202	5,431	6,218	6,849	6,098
Cars and Trucks, Industrial	564	3,889	3,965	3,838	3,806	3,730
Measuring Instruments, Mech.	1,585	5,819	2,408	2,985	2,970	3,325
Stokers, Mechanical	620	3,249	1,313	1,432	1,672	1,635
Industrial Machinery, n.e.c.	3,518	21,468	9,217	12,370	12,099	10,309
Office and Store Machines	9,295	22,216	11,448	13,901	16,076	21,548
Scales and Balances	445	930	1,140	1,250	1,355	1,550
Laundry Equipment, Domestic	2,222	5,091	871	2,094	3,662	5,850
Commercial Laundry and Dry Cleaning Machinery	979	2,253	3,456	2,749	3,024	3,572
Sewing Machines	1,858	7,558	2,566	2,717	2,637	3,885
Refrigerators	16,107	39,860	12,543	19,134	32,006	55,826
Cars, Trucks, & Trailers	181,128	637,067	136,171	159,640	364,318	570,682
Automotive Parts and Accessories	23,323	119,247	33,301	41,466	55,593	75,221
Locomotives	2,054	26,836	13,670	23,882	26,767	19,626
Cars and Car Equipment — railroad, street and rapid transit	5,608	41,539	9,919	16,533	24,841	32,051
Needles, pins, fastners, etc.	1,592	3,857	2,790	3,215	3,440	4,415
Containers	14,417	24,667	21,560	20,077	19,865	25,333
Metal Furniture	4,698	15,874	5,932	6,118	8,157	11,974
Plumbing and Heating Equipment	9,417	27,578	14,723	15,408	15,807	19,528
General Industrial Machinery Parts and Equipment	10,486	64,460	26,676	24,802	27,814	32,725
Photographic and Optical Equipment and Instruments	10,263	33,216	26,363	25,623	25,316	25,957
Sporting Goods and Toys	2,346	4,655	2,206	2,480	3,480	4,950

TABLE IV

RECONVERSION STATUS AND FORECASTS OF LEADING PLANTS IN METAL WORKING INDUSTRIES 1/
SEPTEMBER 1945 - JUNE 1946

Shipments of Normal Products

(monthly rates in thousands of dollars not adjusted for price changes)

Industry	1939	Actual 1945		Mfrs' Forecast 1945		1946
		1st Qtr.	Sept.	Oct.	Dec.	June
RECONVERSION INDUSTRIES - TOTAL	428,027	951,975	537,637	674,548	970,038	1,305,279
Tires and Tubes	1,186	3,451	3,291	3,500	4,000	4,500
Cutlery and Edge Tools	1,773	5,113	5,176	5,073	4,418	5,455
Hand Tools, Files and Saws	3,671	11,357	7,411	8,389	9,465	9,098
Hardware	4,312	7,217	4,935	5,744	6,447	8,180
Stoves, Ranges, Etc.	6,683	7,640	7,589	9,762	11,552	18,360
Vitreous Enameled Products	1,072	1,649	1,486	2,392	2,355	2,635
Metal Door Windows, Sash and Trim	1,291	2,081	1,519	1,760	1,875	2,775
Clocks and Watches	4,413	3,712	3,241	3,718	5,135	8,155
Silver Ware	3,421	2,452	2,873	3,496	4,830	5,845
Aluminum Ware	1,497	1,365	1,117	1,874	2,464	3,725
Electrical Measuring Instruments	1,892	2,979	1,807	2,680	3,743	4,025
Electrical Generating and Distributing Apparatus	20,281	71,882	55,465	52,116	56,947	58,958
Electrical Appliances	3,078	3,163	1,416	3,459	6,800	10,008
Radios	11,248	63,400	17,366	18,651	28,536	44,345
Communication Equipment	11,950	88,739	33,771	36,572	38,895	36,757
Steam Engines and Turbines	848	2,346	1,174	2,283	1,983	1,437
Internal Combustion Engines	6,095	35,034	19,052	24,244	24,996	27,137
Tractors	0	0	0	0	25	75
Agricultural Machinery	7,868	17,070	17,655	17,720	19,249	27,591
Construction Machinery	5,050	19,431	13,798	14,587	15,970	17,572
Oil Field Machinery	3,133	7,479	7,037	8,111	8,207	8,794
Mining Machinery	1,218	2,735	3,325	3,376	3,695	3,845
Machine Tools	7,583	20,203	15,832	15,607	16,709	16,694
Machine Tools and Other Metal Working Machinery Accessories	2,560	14,928	7,898	8,058	7,842	9,570
Metal Working Machinery and Equipment, n.e.c.	3,097	9,137	5,066	6,991	6,694	7,653
Food Products Machinery	1,879	4,136	4,048	4,789	5,199	6,382

1/ The industries are classified by prewar principal products.

23-183 P33 bu

TABLE IV (Continued)

RECONVERSION STATUS AND FORECASTS OF LEADING PLANTS IN METAL WORKING INDUSTRIES 1/
SEPTEMBER 1945 - JUNE 1946

Shipments of Normal Products

(monthly rates in thousands of dollars not adjusted for price changes)

Industry	1939	Actual 2/ 1945		Mfrs' Forecast 1945		1946
		1st Qtr.	Sept.	Oct.	Dec.	June
RECONVERSION INDUSTRIES (Cont'd.)						
Textile Machinery	3,707	4,267	4,917	5,300	6,213	8,626
Woodworking Machinery	398	1,951	1,614	1,317	1,792	1,897
Paper and Pulp Mill Machinery	719	890	1,026	1,196	1,457	2,016
Printing Machinery	1,383	1,248	1,101	1,238	1,680	3,379
Pumping Equipment & Air Compressors	2,196	9,354	5,361	6,148	6,779	6,098
Cars and Trucks, Industrial	564	3,885	3,965	3,838	3,806	3,730
Measuring Instruments, Mech.	1,585	3,965	2,401	2,985	2,970	3,325
Stokers, Mechanical	620	1,100	1,159	1,432	1,672	1,635
Industrial Machinery, n.e.c.	3,518	15,721	8,242	11,695	12,099	10,309
Office and Store Machines	9,295	9,671	10,882	13,779	16,000	21,548
Scales and Balances	445	878	1,140	1,250	1,355	1,550
Laundry Equipment, Domestic	2,222	1,190	825	2,094	3,662	5,850
Commercial Laundry and Dry Cleaning Machinery	979	1,912	3,252	2,749	3,024	3,572
Sewing Machines	1,858	2,463	2,113	2,475	2,637	3,885
Refrigerators	16,107	12,905	11,686	19,107	31,981	55,826
Cars, Trucks, and Trailers	181,128	236,667	95,262	155,401	364,318	570,682
Automotive Parts and Accessories	23,323	70,850	28,234	41,252	55,562	75,221
Locomotives	2,054	25,798	13,543	23,882	26,767	19,626
Cars and Equipment, Railroad and Street	5,608	17,961	9,403	16,533	24,841	32,051
Needles, Pins, Fastners, Etc.	1,592	3,025	2,790	3,215	3,440	4,415
Containers	14,417	19,112	21,019	20,066	19,855	25,333
Metal Furniture	4,698	6,652	4,725	5,753	8,157	11,974
Plumbing and Heating Equipment	9,417	19,385	14,076	15,127	15,782	19,528
General Industrial Machinery Parts and Equipment	10,486	46,666	24,613	24,309	27,614	32,725
Photographic and Optical Equipment and Instruments	10,263	23,729	19,170	25,085	25,074	25,957
Sporting Goods and Toys	2,346	2,031	1,770	2,370	3,470	4,950

23-183 P34 bu

November 15, 1945

MEMORANDUM

TO: Recipients of September Reconversion Report

FROM: David Novick

SUBJECT: Correction Sheet

In the reconversion progress report dated November 9, the employment figures for the Communications Equipment Industry were inadvertently omitted from Table V. Their addition results in the following corrected figures for Table V (page 35 of the report):

Employment

Industry	1939	Actual 1945		Mfrs' Forecast 1945		1946
		1st Qtr.	September	October	December	June
RECONVERSION INDUSTRIES - TOTAL	922,136	2,024,931	1,399,456	1,443,116	1,607,082	1,850,204
Communication Equip.	26,736	101,452	71,018	70,734	70,129	70,334

This also results in minor changes in Table I (page 19) for which the corrected figures follow:

Summary

Industry and Item	Percent of First Quarter 1945 Monthly Average				June 1946 as % of 1939 Mo. Av.
	Actual Sept. 1945	Estimated Oct. 1945	Mfrs' Forecast Dec. 1945	Mfrs' Forecast June 1946	
RECONVERSION INDUSTRIES - TOTAL					
Total Employment	69.1	71.3	79.4	91.4	200.6
ALL OTHER RECONVERSION INDUSTRIES					
Total Employment	77.8	78.9	82.5	89.3	198.1

A typographical error appears on Table I (page 19). For all reconversion industries manufacturers' forecast of total shipments in June 1946 should read 78.6 percent of the first quarter 1945 monthly average instead of 131.8 percent.

2-7477

TABLE V

RECONVERSION STATUS AND FORECASTS OF LEADING PLANTS IN METAL WORKING INDUSTRIES
SEPTEMBER 1945 - JUNE 1946

Employment 1/
(number of workers)

Industry	1939	Actual 1945		Mfrs' Forecast 1945		1946
		1st Qtr.	September	October	December	June
WAR PRODUCTS INDUSTRIES - TOTAL	n. a.	1,596,257	586,669	474,352	366,471	272,632
Ordnance	n. a.	274,569	68,164	45,468	30,945	19,790
Aircraft	n. a.	601,656	169,831	146,238	122,573	115,949
Ships	n. a.	720,032	348,674	282,646	212,953	136,893
RECONVERSION INDUSTRIES - TOTAL	823,928	1,789,302	1,220,386	1,250,403	1,407,592	1,642,775
Tires and Tubes	1,136	2,596	2,478	2,500	2,900	3,000
Cutlery and Edge Tools	3,920	7,534	6,776	6,600	6,650	7,070
Hand Tools, Files, and Saws	10,724	18,270	15,538	14,921	15,998	16,087
Hardware	16,277	19,172	16,415	17,004	17,781	21,052
Stoves, Ranges, Etc.	15,383	24,540	17,477	18,113	19,676	25,189
Vitreous Enameled Prod.	3,956	6,161	4,704	5,303	5,645	6,200
Metal Door Windows, Sash and Trim	2,764	4,120	3,096	3,126	3,295	3,790
Clockes and Watches	15,894	26,282	19,675	19,717	21,313	25,514
Silverware	7,551	7,307	6,413	6,835	8,846	9,926
Aluminum Ware	3,790	5,356	4,587	4,670	5,150	6,250
Electric Measuring Instruments	5,133	13,529	9,072	9,557	9,700	9,685
Elect. Appliances	4,710	9,970	5,908	6,878	8,892	10,533
Elect. Gen. & Dist. App.	46,232	125,744	108,169	108,230	106,891	110,232
Radios	25,987	79,857	51,844	50,570	54,705	63,289
Communication Equipment						
Steam Engines & Turbines	1,540	3,823	3,350	3,292	3,302	2,700
Internal Combustion Engines	13,407	37,924	31,374	31,326	31,979	33,093
Tractors	0	1,104	125	125	125	150
Agricultural Machinery	18,753	33,760	28,855	32,088	33,943	37,777
Construction Machinery	9,239	22,251	19,840	20,088	20,308	21,119
Oil Field Machinery	7,095	20,975	15,982	16,376	15,996	15,570
Mining Machinery	2,410	4,502	4,421	4,647	4,865	5,234
Machine Tools	19,422	42,561	34,431	34,055	33,581	32,401
Machine Tools and Machinery Accessories	6,720	22,883	19,644	18,106	17,371	17,968
Metal Working Machinery and Equipment, n.e.c.	7,676	14,926	12,016	12,164	12,290	12,631
Food Products Machinery	3,996	11,593	9,301	8,756	8,819	9,994
Textile Machinery	11,212	17,564	17,434	17,698	19,370	21,805
Woodworking Machinery	719	2,230	2,013	1,677	1,972	2,067

1/ Includes all employees.

n. a. not available

23-183 P35 bu

TABLE V (Continued)
RECONVERSION STATUS AND FORECASTS OF LEADING PLANTS IN METAL WORKING INDUSTRIES
SEPTEMBER 1945 - JUNE 1946

Employment 1/

(number of workers)

Industry	1939	Actual 1945		Mfrs' Forecast 1945		1946
		1st Qtr.	September	October	December	June
Paper & Pulp Mill Machinery	1,791	4,132	3,241	3,262	3,321	3,704
Printing Machinery	4,014	10,385	7,229	7,365	7,791	9,129
Pumping Equip. & Air Compressors	4,721	11,884	9,778	9,677	9,627	9,210
Cars & Trucks, Industrial	1,235	3,813	3,973	3,965	3,870	3,885
Measuring Instruments, Mech.	3,985	8,685	6,318	6,307	6,356	6,570
Stokers, Mechanical	1,303	4,053	2,587	2,664	2,770	2,425
Industrial Machinery n.e.c.	7,642	36,168	26,744	26,956	26,668	26,115
Office and Store Machines	28,465	35,167	30,079	31,604	33,216	39,553
Scales and Balances	1,575	2,192	2,203	2,223	2,299	2,415
Laundry Equipment (Domestic)	4,014	7,560	4,777	5,298	6,110	7,725
Commercial Laundry and Dry Cleaning Machinery	1,675	3,130	2,998	3,133	3,095	3,128
Sewing Machines	7,440	10,897	7,332	7,375	7,540	8,115
Refrigerators	27,382	48,350	37,691	40,081	48,559	67,123
Cars, Trucks, & Trailers	283,806	587,307	304,090	325,181	430,426	569,430
Automotive Parts & Accessories	46,511	124,539	74,313	81,309	92,719	108,124
Locomotives	4,254	25,582	21,374	21,417	21,430	16,100
Cars and Equipment, Railroad and Street	10,094	34.384	20,523	20,520	21,570	23,770
Needles, Pins, Fasteners, Etc.	6,651	6,731	6,728	6,991	7,419	8,713
Containers	18,555	26,411	21,937	22,521	22,729	26,813
Metal Furniture	11,232	24,185	15,402	12,951	15,689	19,167
Plumbing & Heating Equipment	25,378	41,965	32,914	33,094	34,597	38,985
General Industrial Machinery Parts & Equipment	27,765	80,996	53,861	49,030	54,531	57,467
Photographic & Optical Equipment and Instruments	23,657	55,857	48,556	47,808	47,647	47,588
Sporting Goods and Toys	5,137	8,415	4,800	5,249	6,250	7,195

December 20, 1944

U. S. Department of Labor
WOMEN'S BUREAU
Washington

RECONVERSION OUTLOOK FOR WOMEN: The Labor Department's Women's Bureau announces the early release of three publications on the occupational outlook for women during reconversion. One includes an appraisal of possible uses of women's wartime skills in civilian production. The other two deal with physical and occupational therapists and are the first in the series on job outlook for women in the medical services. Bulletins on medical laboratory technicians, professional and practical nurses, and physicians are ready for the printer's, and reports on medical record librarians, X-ray technicians, and dental assistants are in preparation.

Now available for distribution is the "Reconversion Blueprint for Women," an outline of standards and policies formulated and adopted at a recent conference of representatives of the Women's Bureau and of some two dozen national organizations.

For further information, write
Mary V. Robinson, Director of
Information, Women's Bureau, Labor
Department, Washington 25, D.C.

FUNCTIONS IN DEVELOPMENT OF RECONVERSION BLUEPRINT FOR WOMEN

The general outlines of a Reconversion Blueprint for Women were adopted at a conference of officials of women's organizations with the Women's Bureau, December 1944.

In developing this Blueprint for the needs of women, the following specific lines of work would tie in most directly with the functions of the various parties to the conference.

Work of the Women's Bureau	Work of National Organizations	Work of Groups in Localities	Types of Legislation that would affect desired ends
A.			
1.(a) Occupational studies in specific industries, recommendations as to types of jobs well done by women, and future possibilities for women. (b) See also (c) under B 1 and 2 (c) Study outlook for women in specific occupational fields. (d) Prepare regional data. (e) Kinds and numbers of jobs which will evaporate.	Watch legislation indicated here and support legislation indicated under A3.	See 3.	Provisions for contract termination. Also see 3.
2. Suggest policies as to lay-offs.	Publicize procedures	Publicize procedures. See extent of application in local plants.	-
3. -	Support legislation indicated	Note extent to which local employment services have adequate facilities and see what the needs are.	Support for U. S. Employment Service local counseling facilities and placement.

	Work of the Women's Bureau	Work of National Organizations	Work of Groups in Localities	Types of Legislation that would affect desired ends
4.	-	Note extent to which counseling, training, and retraining facilities are open to women, and see what needs are. Support funds.	Note extent to which counseling, training, and retraining facilities are open to women locally and see what needs are. Support funds.	Money for support of such programs.
5.	(a) Study of laundry industry (b) Study other industries, as cotton textile, hosiery, shoes, electrical, etc. Payroll, conditions, occupations, recommendations. (c) Study outlook for women in provision of eating facilities in a broad program for job opportunity and conditions of work.	Work for the improvement of conditions where needed and for legislation indicated.	Become familiar with conditions locally and work for their improvement where needed.	See B 1 and 2
6.	Study specific advantages to workers of union organizations (e.g., wage, other)	Support legislation.	Become acquainted with local union needs.	Collective bargaining laws.
7.	-	-	Support legislation indicated.	Provision of funds for workers' return, including women.
8.	Study and recommend specific programs suited for women under public works plans.	See 9	See 9	Public works legislation including plans in which women also can work.
9.	-	See that women are included in public postwar planning bodies.	See that women are included in local postwar planning bodies.	-

Work of the Women's Bureau	Work of National Organizations	Work of Groups in Localities	Types of Legislation that would affect desired ends
B. 1. and 2. (a) Payroll studies in selected industries (see also 1 and 5 under A). (b) Hold conferences and prepare legal information and recommendations to aid in restoration and improvement of legal labor standards and their administration. (c) Study of occupations and wages in selected industries in order to recommend equal pay standards. (See 1 under A)	Work for legislation indicated	Work for legislation indicated.	Restoration of former labor standards and improvement of legal labor standards as to minimum wage, maximum hour, equal pay and collective bargaining.
3. Study and define the inequities in law and administration that tend to deny to women the benefits of unemployment compensation.	Work for removal from unemployment insurance of inequities in law and administration that tend to deny benefits to women.	Work for removal from unemployment insurance of inequities in law and administration that tend to deny benefits to women.	Remove legal inequities and restrictions that tend to deny benefits to women.
4. -	Work for legislation indicated	Work for the legislation indicated.	Organization and appropriations for State Departments of Labor.
5.(a) Work to raise standards for household employment. (Also see 5 under A) (b) Specific work on problems of special groups--Negro, older, handicapped.	Work for legislation indicated. Sponsor conferences and work designed to help solve problems of these groups.	Work for legislation indicated. Organize local groups to aid in solving problems of these workers.	Extention of labor laws to cover household workers. Other legislation affecting special groups.

Desirable - to take locality as sample.

as to kind of information we can get

USES

Taking material on hand what to do as to next steps

Record of approval of U.S.G.S.

here & here & here are pts - because we all passed orders to middle land N/S & port

Analyses USES

Use of regions studied -

Enabling us as well as quantity - Build up knowledge - of a local

Something Use - of features

utilize it -

Summary as to where these pts

7 case work

See Blue Print

use of pts discussed in connection with trial as layoffs - shifting from west to place

Simple - use pay leaflet

(Deany Atty ? appeal to —)
Bill Wise this

Miss Miller & Mrs — out to make jobs too narrow to capacities of — Let them be on field of opening up

Any industries — Dr —

Clerical + Profess
W. in Jt —

Bombay industry

6 — Leaflets Detroit asking shipped
need for such — need to do something
with Mrs others in — beam for
long time — 75 dollars

7 — If Legs — Consents — do round robin
letters to original.

8 — W. B plan for yr. in budget — Dorothy Fredd & Eleadred

9 - Roster of w- from Chad Wallis.
B I ☆ Wkg with BJS
Conf. w/Pres & BJS will do -
They are ☆ leading - We ask to tell
what we want - We keep run will
get something there
Combat the w BJS - on Equal Pay

Pres - over w problem of administr
of equal pay law
Gibson with CIO over in such
1. Ideas Thos Sendelms to have
plans. wkg for it
2. Is wkg at a bill that
to be used in regard to admin
of such law.
If we're going to have something to
say we'll attend
3. Plant must be reinforcement
of enforcement.

Conference on equal pay
" " comm wage
Angus is making a survey
Practical things might be done
to speed up

Mr. [illegible] of S.C. — says all drafted men needs
Simple has been in legs, He wants to by way of enforcement
(not horror stuff) — I understand how
it can be done & what effect it
will have
W.B should help him

B-3 Old age & survivors ins.

Turn to current compensation —
W B can be a Conveyor —
belt
get together { See Falsey — & what can
do — & Buchanan

B-4 — Gently ~~maintain~~

B-5. Comes into study program

Great deal of thinking

Follow up — factual information what is happening in their localities

Consultative committee

Get sense of people's thinking & blocks to their thinking

News Letter — + Recommendations

2 steps —

1 — Letter what goes on
- what is gist of implemental proposal

2, Thus thing is going along & we all thus out with the group as centering group with

How we set demonstrations.

Someone

1st letter to each — myself

↓ 7 old stuff - copy of letter that goes out

When do 2nd letter goes out after Xmas - or a Xmas plan of get. Cooper. copies of cycles & applicant of knowledge + how to conduct where it has to be & festive & this time interpolate by copy of demonstrat.

In 2 cases

Remind we can't assure as we go along we want to get your cooperation & the members of — part. and plans

Have tried [illegible] but
feel you better informed
by this [illegible] format —

H H

Miller edit speech in transcript

Carrying-on-

Substitute - tie-in with Mississippi

Marques a judgment to be rendered - more to regard people,

1. Issuance of material - Miss Melissa speech - in quantity Hickey (20 copies)

2. Blueprint

3. Implementation statement

4. Overall letter / thanks - ours or project - a ready [illegible] list of policy priority

+ 2 may attend
and regional meetings &
ask for reaction
that — if none feeling
about it & if so, what
are considerations —

~~7~~ (Mrs Cunningham — on Texas viewpoint
one in far west Texas)

5. Dorr, Culbertson statement as to
desirability of preparing material
useful at local level —
different editions — popular
Sunday Thing in south has
important aspects of local
public opinion + possible
chapter by discussion of
local ~~mg~~ topics

6. Kind of subject matter
to be handled in such local
issues

7. In connect with regional confer-
ences legislative ad, if time
will admit delay, it might
be heavily weighted with
labor legs —

8. Safeguards — broad general
directive for studies — thru
conferences & concern of people
who participated
then ones on state track.

9. Advisory or Continuing
Consultative Committee

RECONVERSION STATISTICS

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

THE WARTIME ECONOMY OF THE UNITED STATES

Modern warfare depends not only upon military strategy and brilliance but on the plants, materials, and manpower devoted to carrying on an all-out war. The extent of our mobilization for war may be measured in terms of the total value of all goods and services produced in the Nation and the proportion of this total that is absorbed by government, as over against what is used by business and consumers items.

Molding the Nation's production to war needs

In 1939 the gross national product amounted to 89 billion dollars. Only about 2 percent of this was purchased by the government for war purposes while nearly 70 percent went for consumers needs, such as food, clothing, shelter and other items. In 1943 the gross national product reached 187 billion dollars, only 49 percent of which was absorbed by consumers goods and services, while government war expenditures rose to 44 percent.

War expenditures are still about 44 percent of the national product but they have changed in character during the war period. In 1942 attention was centered on war construction - of plants, war housing, and other facilities - and that was a record year for such construction. As new plants were completed, expenditures for munitions became more prominent in the picture, and as aggressive military operations developed, sharp increases occurred in expenditures for the armed forces, such as pay and subsistence.

Mobilization of manpower

The increased share of the national product represented by government war expenditures was accompanied by changes in the country's economic structure. Not only were materials restricted to war uses, and plants converted or shifted over to war production, but manpower and womanpower was mobilized to the same end. The net result of these great changes, so far as workers are concerned, is that the war period has been one of complete absorption of the labor force, and even of urgent measures to add to the labor force, with all the attendant ills as well as the advantages of such a situation in the economy.

In July 1941 the civilian labor force of the country numbered about 57 million persons in addition to nearly 2 million in the armed forces. Since then we have increased the armed forces until in July of this year they were approaching 12 million, while at the same time the civilian labor force numbered 55 million. This totals 67 as over against the earlier 58½ million. Additions to the labor force have been leveling off in the past year, and inductions into the armed forces in 1943 and 1944 made gaps in the civilian labor force too great to be fully replaced.

The enormous growth has been secured by recruiting women, young people, and older persons, over and above the normal increase in the labor force. The above-normal increase has been estimated at about 6½ million, including over 3 million boys and girls who ordinarily would be going to school, a million and a half women over 35, many of them married women without young children, and another million and a half adult men.

War and the community

Gradually we got into the full swing of war production, so that the 6 to 8 million unemployed who were a part of the labor force in 1940 dwindled to a mere 780,000 at the latest date. Shifts within the labor force have occurred at various times, however. At the start of the war program we had unemployment in some areas and tight labor markets in others, due to "conversion." Now, as needs for specific munitions items change, we have unemployment in certain areas because of "cutbacks," along with increased pressure elsewhere because of needs for alternate munitions.

Of the 300 labor market areas of the country now classified by the War Manpower Commission 69 are considered acute labor shortage areas and 118 more as areas of labor stringency. Ten areas with especially severe problems have been surveyed by the Census Bureau. Population increases in these areas run from under 9 percent in Detroit-Willow Run to over 110 percent in San Diego. In the Detroit areas about 10 percent of the population are in-migrants who have entered since 1940; the total labor force has increased 13 percent and women workers 61 percent. In fast-growing San Diego almost 40 percent of the population is in-migrant; the labor force jumped 63 percent and women workers increased 155 percent over 1940.

The inadequacy of housing and services in many production areas has made the situation extremely acute in many cases. As of September 1944 the War Manpower Commission reported that 138 labor market areas needed improved community facilities and services (housing, child care, medical care, shopping facilities, etc.). In these areas the increases in population or in the use of women in the labor force have outrun the facilities available, with high turnover and various community problems as a result.

Expanding industries and occupations

Changes in the war program have meant shifts industrially and occupationally, as well as geographically. There has been a tremendous expansion in aircraft production, in shipbuilding, in chemicals and rubber products. Indexes of production show that output of transportation equipment is 7 times the pre-war level, and machinery and chemicals about 4 times. In 1943 about two-thirds of total industrial production of the country represented war production. Wage-earners employed in the manufacture of "durable goods" (the important group for war production) number almost 8 million, as compared with less than 4 million in 1939 according to the last Census. Women constitute almost 25 percent of the total in these heavy industries compared to under 9 percent in 1939.

Next to guns and ammunition themselves, probably aircraft and shipbuilding would be considered fundamentally war industries. The aircraft industry experienced tremendous expansion since 1940 when it had in the neighborhood of 70,000 employees. In November 1943 an all-time peak of 1 1/3 million employees was reached, about 36 percent of them women. In June 1944 employment was about 1.2 million, but increased labor efficiency and changes in the type of aircraft brought increasing production even though the labor force dropped off.

Shipbuilding practically disappeared from the national production picture between the end of World War I and the mid '30's. With the beginning of the war in Europe in the fall of 1939 a program of ship construction rapidly developed. Employment rose from about 120,000 just before the European war to nearly 1 3/4 million in the peak month of November 1943, leveling off to about 1½ million more recently. Women rose from a negligble proportion of workers before 1942 to over 13 percent of all workers in the industry in 1944.

Another important contributor to war requirements, the machine-tool accessories industry, employed approximately 90,000 wage-earners in 1943 compared to about 20,000 in 1939, and women were 20 percent of the total compared to 3 percent before the war.

War agencies of the Federal Government likewise have shown great expansion. Total government employment is now nearly 3 million, 2 million of it in the War and Navy Departments and other war agencies. Women are nearly two-fifths of all employees, compared to about one-fifth in prewar days.

Viewed from the occupational angle, wartime shifts among employed workers show significant changes also. The Bureau of Labor Statistics reports increases in the craftsman and operative, the clerical, the managerial, and the commercial service groups, with decreases in sales occupations, domestic service, agriculture and professional work. In every group except domestic service the numbers of women increased, definite increases among men being limited to the craftsmen-operative and the managerial groups.

Factors aiding wartime transfers

The far-reaching shifts in our economy have been made without the use of direct controls over the individual worker. The work of the War Manpower Commission and the Employment Service has been aimed at solving manpower problems in individual plants and localities. In the background, of course, are the War Production priorities orders and Selective Service deferment regulations. These have tended to draw off manpower and materials from non-war uses.

On the positive side, wages have played as important a part as any, perhaps, in drawing workers to essential fields. The 71 percent increase in weekly earnings in manufacturing from January 1941 to April 1944 is evidence of the shift from lower-paid civilian-type industries to higher-paid war jobs, and to jobs where overtime is required, since wage rates increased over the period by only about 28 percent. There is further evidence in the recent rise in wage rates in lower-paid non-manufacturing industries, apparently in an effort to halt the exodus of workers in these fields to war jobs.

Along another line, training and upgrading have been important in meeting the needs of war industry. More than 12 million persons, including 2½ million women, have enrolled in war production training programs authorized by Congress.

Future prospects

It is not so difficult to see where we are now and where we came from. It is rather more difficult to tell where we are going. This depends on a great many things, not least among them when the war may end, and whether it ends on all fronts simultaneously or partially continues so as to cause a gradual tapering off of war production.

The switch to peacetime production will have exceedingly varied effects in different communities, different industries, and different plants. Workers in plants that underwent major conversion to adapt their facilities for war production (and they are said to be less than 20 percent of industry) will experience a period of unemployment while reconversion takes place. The auto industry is the chief example of this group. In some of the new government-owned war plants, such as ammunition, explosives, etc., there is small use for the product in peacetime, and little chance of adapting the plants to peacetime production. A recent survey of 397 government-owned privately operated war plants showed total employment of over 2 million, including nearly 600,000 women. Included were 97 aircraft and accessory plants with 739,000 employees, including 272,000 women, 61 shipbuilding establishments with 811,000 employees including 124,000 women, and 89 plants producing guns, ammunition or explosives, with 402,000 employees including 163,000 women. In the vast bulk of the plants, however, the product is the same during wartime as peacetime. Thus many "war workers" will continue with civilian work in the same plant especially in such industries as textiles, clothing, food, paper, furniture, leather, automobile accessories and others. Whether or not the same amount of the product can be used or disposed of under civilian demands as has been used at the war peak will, however, be most problematical in at least some cases.

The Bureau of Labor Statistics estimates that the cut in war demands that will occur after the end of the war with Germany may make available for civilian production some 7½ million persons - 5 million formerly in munitions, 2 million from the armed forces, and the remaining half million government employees. Some workers will take up civilian production right at the same work bench with no lapse of time. In other cases there will be layoffs of a temporary nature while reconversion takes place. Layoffs of a permanent nature are a basically different problem, however. Some of the workers in this group may find employment in consumers goods industries expanded because of accumulated needs, some may withdraw from the labor market, some may create special problems as wartime residents of new communities that have mushroomed up around war plants, and some may contribute to pressure of job demands in the less desirable fields of work.

November 14, 1944

JMH

Ret. to J Hooks

METHODS OF APPROACHING RECONVERSION PROBLEMS OF WOMEN
IN STATES AND LOCALITIES

1. Estimates for women to be demobilized similar to those for total made by Bureau of Labor Statistics and War Manpower Commission (see attached chart). A request would have to be made to these agencies to make available to us their work tables.

2. Discussion of changes in plants, production, woman employment during wartime in particular areas, based on U.S.E.S. confidential locality reports (in vault), current State publications, BLS statistical summaries, WPB 732 reports, any other material available. This will not give comparable data for all areas and may leave uncovered certain aspects in a particular area. It would be focussed toward conclusions as to unemployment that is likely to occur, rather than hypothetical "demobilization." (See attached sample.)

State	1940 total employment in 12 munitions industries		1944 employment in 12 munitions industries			Total woman employment 1940	Demobilized women in 12 munitions industries	Demobilized women as percent of 1940 woman employment	Demobilized persons including armed forces	Demobilized women as percent of total demobilized persons
	Total	Women	Total	Percent women	Estimated number of women					
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)
	Get from BLS	From Census same basis as BLS total data	Get from BLS	From WPB 732's or ES 270's (all cities in a State)	Col. 3x col. 4	From Census	Col. 6 minus col. 3	Col. 8 ÷ col. 7	From MLR Sept. 1944 p. 9	Col. 9 ÷ col. 10

For cities - WMC worksheets give data by sex - Request this material -

Ret. to J Hooks

CONFIDENTIAL

IMPACT OF RECONVERSION ON WOMEN WORKERS IN CONNECTICUT

The State

Connecticut is the tenth State in numbers of workers expected to be affected by industrial reconversion. Including those to be demobilized from the munitions industries and from the armed forces, the numbers total about 46 percent as many as all workers employed in 1940.

Industrial demobilization may be expected to affect nearly 188,000 persons. This is the number added since 1940 in 12 munitions industries. In 1944 women in Connecticut labor market areas were 35.3 percent of total wage-earners in metal products industries and 36.7 percent of total workers in firms reporting to the War Manpower Commission.[1] In order to raise the prewar proportion of women in these industries to 35-37 percent, women had to be a considerably higher proportion than this of the numbers added during the war. It has been estimated that some 90,000 women have been added to war industry payrolls in Connecticut. This may be considered the number of women to be demobilized (i.e., available for peacetime production or other pursuits). Some of these women will remain at the workbench without a break, the product of the factory going to a private agency instead of the Government; some may return to former work in trade, service, or manufacturing; some will withdraw voluntarily from the labor market.

Conn. Emp.Sec. Div.Mon. Bul. Jan.'44 p. 4

In 1940 Connecticut had about 296,000 employees in all manufacturing occupations, 82,000 (28 percent) of whom were women. By 1944 there were slightly more than 500,000 workers in manufacturing industries of whom 180,000 or 36 percent were women. If a fourth of the women in manufacturing in 1944 are the maximum likely to retire, Connecticut must find jobs for about 135,000 women factory workers, over 50,000 more than at 1940 levels.

Rept. of hab. Conn.

A special aspect of the problem is concerned with women employed in factories which began production in the war period. During the fiscal year ending June 1943, for example, 328 new factories were registered in the State, with a total of 22,389 employees of whom 7,986 were women.

Local Areas

BRIDGEPORT

The impact of demobilization in Bridgeport is expected to be severe. The number of workers it is estimated will be available for civilian production after victory in Europe include 84,600 in munitions and Government in addition to 12,400 demobilized veterans. Women are a large proportion, since their influx into war work was especially large.

1/ Selected on the basis of their manpower problems, essentiality of activity, size of firm or importance to the community in which they operate.

E.S.274
3-4/15/42

In 62 establishments reporting to the War Manpower Commission women numbered 27,638 or 37.4 percent of the total workers in July 1944. In the spring of 1942 women manufacturing employees were only 20 to 25 percent of the total, and an even lower proportion in the metal trades. Numbers and proportions of women wage-earners in metal products industries in Bridgeport in 1944 are given below. Some of these fields have better prospects of a peacetime market than others. The nearly 4,500 women in 6 ammunition plants, for instance, face only limited prospects of employment on the same product after the war.

WPB 732's
July '44

Metal products industries	Number of plants reporting	Number of women wage earners	Percent women of total wage earners
Total	58	18,070	40.0
Radio and radar	2	6,889	59.0
Airplanes, gliders and parts	3	2,622	31.8
Small arms ammunition	2	2,158	46.2
Artillery ammunition	4	1,832	49.7
Machine tools	4	152	4.7
Fire control instruments	2	615	27.5
Fabricated products, n.e.c.	3	558	31.2
Mechanical measuring instruments	2	440	33.3
Valves and fittings	2	215	17.1
Office and store machines, n.e.c.	1	454	37.1
Wiring devices and supplies	2	701	58.0
Other	31	1,434	31.1

U.S.E.S. Survey of Bridgeport
3/25/42; 8/1/42; E.S. 274 - 6-7/15/42

Individual plants of large size whose postwar position will decidely affect women's prospects include the following, all of which started early in 1942 to expand numbers of women employed.

Plant	Wartime Product	Wartime employment of women
Remington Arms Co.	Ammunition and firearms	Employed large number of women.
Vought-Sikorsky	Observation planes and scout bombers	Used women as fuselage workers
General Electric Co.	Electrical devices, including radios and field sets	Used large numbers of women as light machine operators, inspectors, assemblers.
U.S. Aluminum Co.	Aircraft castings	Factory changed to accommodate women as coremakers.
Bridgeport Brass	Brass, copper and cartridge cases	Employed women as machine operators; in toolroom. New cartridge plant used women.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

December 6, 1944

SOME BASIC STATISTICS

Census - March 1940

Total number of women in labor force		13,010,000
Employed (including women on emergency work)	11,240,000	
Unemployed (seeking work)	1,770,000	
Percent women formed of labor force		24.5

December 1941 - Before Pearl Harbor

Total number of women in labor force		13,770,000
Number employed	12,850,000	
Unemployed (seeking work)	920,000	
Percent women formed of labor force		25.7

March 1944

Total number of women in labor force		16,880,000
Number employed	16,480,000	
Unemployed	400,000	
Percent women formed of labor force		32.9
Number of same women in labor force both in December 1941 and March 1944		10,230,000

From March 1940 to March 1944 - Large increase of women workers

Increase in number of women employed in civilian labor force	5,240,000
Decrease in number of unemployed women. (Probably most of these found jobs because of the war)	1,370,000

All-Time Peak in Women's Employment - July 1944

Number in the civilian labor force.....		19,110,000
Employed..... (Includes seasonal workers such as additional women in agriculture)	18,590,000	
Unemployed.....	520,000	
Number of women in civilian labor force - October 1944.....		18,460,000
Employed.....	18,140,000	
Unemployed.....	320,000	
Estimated number of women in the labor force in the immediate postwar period.....		15,000,000

Types who will withdraw from the labor market

1. Young girls who will go back to school, it is hoped.
2. Some older women at retirement or past retirement age.
3. Some of the 3,710,000 housewives who joined the labor force, but not all, took jobs just for the duration.
4. War casualties increase women workers' wage earning responsibilities. (After the war many married as well as single women must earn their own living, and in many cases also support dependents)

Estimated number of women in the labor force by 1950 (according to John D. Durand of the Bureau of the Census)

Over 16,000,000 -- or 3,000,000 more than in 1940 as a conservative estimate. This, he says, includes 2½ million growth that would have been expected under normal peace conditions, leaving only ½ million as the additional number due to war. His less conservative estimate is 1 million additional due to war.

Statistics on women workers by marital status

	March 1940	March 1944	Increase
Number of single....	5,340,000	7,030,000	1,700,000
Number of married...	4,170,000 1/	7,310,000	3,140, 000
Number of widowed...	1,632,000	2,140,000	510,000

Statistics on women workers by age

	Under 20	20-24	25-34	35-44	45 and over
March 1940	1,377,000	2,660,000	3,560,000	2,465,000	2,782,000
March 1944	2,200,000	3,180,000	3,890,000	3,640,000	3,970,000
Increase	823,000	520,000	330,000	1,175,000	1,188,000

1/ Of these 3,550,000 had husbands present in home.

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Number and Percent of Women in the Labor Force in 1940, by State

Trend in the Employment of Women During the War

Employment of Women by Month, 1940, 1943, 1944

Impact of Reconversion, by State

November 1944

U. S. DEPARTMENT OF LABOR
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Number and Percent of Women 14 Years Old and Over in the Labor Force in 1940 by State

Source: U. S. Bureau of the Census

Division and State	Women in the labor force in 1940	Percent of total
United States	12,845,259	24.3
New England		
Maine	84,011	25.4
New Hampshire	58,412	28.2
Vermont	32,102	22.7
Massachusetts	563,675	30.6
Rhode Island	101,430	31.5
Connecticut	225,266	29.3
Middle Atlantic		
New York	1,704,850	28.6
New Jersey	521,355	28.1
Pennsylvania	979,421	24.6
East North Central		
Ohio	638,388	23.1
Indiana	281,036	21.1
Illinois	854,276	25.4
Michigan	456,859	21.5
Wisconsin	260,002	21.2
West North Central		
Minnesota	240,396	21.8
Iowa	186,920	19.5
Missouri	353,597	23.2
North Dakota	39,684	16.8
South Dakota	44,217	18.4
Nebraska	100,642	20.1
Kansas	133,481	19.9
South Atlantic		
Delaware	29,363	25.7
Maryland	200,165	26.1
District of Columbia	131,915	38.3
Virginia	238,236	23.1
West Virginia	111,144	17.5
North Carolina	349,896	26.2
South Carolina	214,801	29.4
Georgia	335,916	27.4
Florida	227,288	28.9

Number and Percent of Women 14 Years Old and Over in the Labor Force in 1940 by State - Continued

Division and State	Women in the labor force in 1940	Percent of total
East South Central		
Kentucky	178,621	17.9
Tennessee	241,236	22.5
Alabama	241,043	23.7
Mississippi	196,463	24.3
West South Central		
Arkansas	116,084	17.1
Louisiana	209,606	23.7
Oklahoma	156,713	19.5
Texas	542,385	22.1
Mountain		
Montana	38,939	17.3
Idaho	29,868	15.6
Wyoming	16,166	16.1
Colorado	91,994	21.8
New Mexico	32,650	18.4
Arizona	36,951	20.5
Utah	33,888	18.7
Nevada	7,942	16.6
Pacific		
Washington	148,382	20.7
Oregon	97,616	21.5
California	729,968	24.8

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TREND IN THE EMPLOYMENT OF WOMEN DURING THE WAR

The monthly reports made by the Bureau of the Census on the civilian labor force show an increase of about 6 million women workers since 1940. Women now are more than a third of all this country's workers, and 37 percent of all those in non-agricultural employment. The year of greatest increase in women workers was 1942, but the additional number who came into the labor force in 1943 and 1944 combined was even greater than the number who entered during 1942. The figures are as follows:

Date	Women in-			
	Civilian labor force		Non-agricultural employment	
	Number (in thousands)	Percent of total	Number (in thousands)	Percent of total
December 1940	12,530	23.8	10,660	27.4
December 1941	13,770	25.6	12,340	28.8
December 1942	16,020	28.1	14,720	32.8
December 1943	17,120	33.0	16,110	36.5
October 1944	18,460	34.9	16,170	37.2

Data on Woman Employment in Each State

Attached tables show monthly data on woman employment 1940, 1943, and 1944; and 1940 Census data on women employment in each State. In using them, consideration must be given to the fact that there have been great changes in every State in the number and proportion of women workers.

Data as to woman employment in all the individual States are not available for a period later than the 1940 Census, though a few States make their own reports as to employment of women since 1940.

Should as many as one-fifth of the present women employees stop work, which now seems likely to be the maximum, the postwar labor force will include about 15 million women.

MEP
November 1944

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EMPLOYMENT OF WOMEN BY MONTH, 1940, 1943, 1944

Date	Number of Women (in thousands)							
	Civilian labor force			Non-agricultural employment			Manufacturing employment	
	1940	1943	1944	1940	1943	1944	1943	1944
January	-	15,870	16,790	-	14,630	15,780	3,766	4,332
February	-	16,130	16,630	-	14,890	15,730	3,915	4,310
March	13,010	16,270	16,880	10,730	15,090	15,900	4,015	4,274
April	13,090	16,550	17,180	10,570	15,040	16,040	4,112	4,218
May	13,250	17,290	17,930	10,260	15,200	15,960	4,172	4,200
June	13,850	18,340	18,680	9,860	15,570	16,060	4,263	4,227
July	13,850	18,660	19,110	10,080	16,000	16,440	4,323	4,219
August	13,750	18,450	18,440	10,220	15,840	16,430	4,429	4,245
September	13,570	18,210	18,440	10,310	15,630	16,150	4,463	
October	13,230	17,770	18,460	10,330	15,700	16,170	4,487	-
November	12,630	17,470	-	10,620	15,850	-	4,519	-
December	12,530	17,120	-	10,660	16,110	-	4,445	-

Source: Civilian labor force and Non-agricultural employment - Bureau of the Census
Manufacturing employment - Bureau of Labor Statistics

November 1944

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IMPACT OF RECONVERSION

Roughly a third of the civilian workers today are women. Using this proportion on available estimates as to manufacturing demobilization indicates that there are 7 major industrial States in which reconversion might be expected to affect between 100,000 and 200,000 women workers, and 3 additional States in which more than 60,000 women may be affected. The following table shows estimates of demobilization by State, in relation to 1940 employment.

Hypothetical Military and Industrial Demobilization, in Relation to Pre-war Employment, by States

Source: Bureau of Labor Statistics, Serial No. R. 1691, Sept. 1944

State	Demobilized persons (in thousands)		Demobilized persons as percent of 1940 total employment 1/
	Manufacturing employees	Total (including armed forces)	
United States	5,436.0	14,236.0	31.5
California	591.6	1,084.4	42.9
New York	533.0	1,413.0	28.4
Ohio	479.8	937.4	40.0
Michigan	430.4	800.0	43.8
Pennsylvania	376.1	1,044.9	32.3
Illinois	339.2	858.4	29.9
New Jersey	330.9	621.3	39.6
Indiana	249.9	478.7	41.6
Massachusetts	228.8	492.8	32.1
Connecticut	187.8	311.0	45.7
Texas	172.2	612.2	28.6
Washington	171.2	285.6	47.0
Wisconsin	133.7	327.3	30.9
Maryland	91.1	223.1	32.3
Oregon	86.2	156.6	40.2
Alabama	83.0	276.6	30.9
Missouri	72.1	309.7	23.9
Virginia	70.3	263.9	28.3

For Footnotes, See Page 2

Hypothetical Military and Industrial Demobilization, in Relation to Pre-war Employment, by States - Continued

State	Demobilized persons (in thousands)		Demobilized persons as percent of 1940 total employment 1/
	Manufacturing employees	Total (including armed forces)	
Louisiana	60.8	228.0	29.6
Florida	58.0	190.0	27.8
Georgia	57.0	277.0	25.0
Tennessee	56.6	259.0	27.5
Kansas	56.4	162.0	27.7
Minnesota	52.9	228.9	24.6
Rhode Island	52.5	96.5	36.5
Kentucky	51.1	235.9	27.8
Oklahoma	43.8	184.6	28.0
Iowa	36.7	186.3	21.6
Maine	36.5	89.3	32.0
Nebraska	26.8	106.0	24.5
West Virginia	23.9	155.9	30.0
North Carolina	23.5	278.7	23.1
Colorado	22.8	93.2	26.7
Delaware	21.3	38.9	37.9
South Carolina	20.7	161.5	24.4
Arkansas	19.4	151.4	25.9
New Hampshire	18.7	45.1	25.6
District of Columbia	16.4	78.0	25.3
Mississippi	15.7	156.5	21.5
Arizona	13.2	48.4	32.2
Vermont	10.2	27.8	22.2
Nevada	8.2	17.0	41.0
Utah	3.0	38.2	25.7
Montana	1.8	37.0	19.9
Idaho	.8	36.0	22.7
North Dakota	(2)	44.0	22.0
New Mexico	(2)	35.2	25.1
South Dakota	(2)	35.2	17.2
Wyoming	(2)	17.6	20.3

1/ Data by State for 1944 not available.
2/ Less than 100 persons.

U. S. DEPARTMENT OF LABOR
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THE NATIONAL SEX RATIO AND THE PROBLEM OF "RECONVERSION" 1/

* * * * *

During the past generations education was considered primarily a male prerogative, or even a necessity, and only very slowly, even reluctantly at times, were women given the privilege of, or any encouragement in, attaining higher learning. A century ago it would have been difficult to find any women in the professions of law, journalism, medicine, or architecture. In those days even the work of nursing was largely reserved for men.

In the field of machinery men were assumed to possess the creative talents as well as superior natural operating ability, for mechanical devices were considered to be quite foreign to the gentle feminine nature. However in the 1860's women took out 40 patents a year, and in the 1880's more than 100 a year. In the 1890's they averaged one a day, but their records were still to increase, for by 1910 they had well over 8,000 patents to their credit, while none at all had been expected by them.

Throughout the history of the country the majority of jobs outside the home called for strength and endurance, both of which were supposed to be almost exclusively masculine possessions. That point of view could have been readily defended a few generations ago, but one wonders how appropriate it is at the present time.

For the past 75 years more girls have been graduated from high schools than boys. In the distant year of 1870, 7,064 boys proudly emerged from the school halls with their scrolls, while 8,936 girls were equally honored. In the very recent year of 1940, 578,048 boys again trod with dignity across the platforms to hear their names called and to be handed their diplomas. The girls again outnumbered the boys, for 650,198 of them also received their certificates of high-school graduation. This is indicative of the fact that women have been increasingly taking advantage of their opportunities to get a general and technical education, and at the present time one cannot see any significant variation from the trends of the past decades.

During the past five years there has been a large increase in the number of occupations thrown open to women. This is probably due to two major factors, one of which has appeared before us fairly recently, while the other has been developing more slowly. The first is that the need of many thousands of new workers has speeded up the equalization of opportunities for both men and women. The bars of prejudice, prerogative, and prestige have been let down, and the result has been that women have taken to the handling of mechanical devices far more efficiently than some people had thought they ever could.

The second factor is that the perfection of machinery has gone steadily forward until at present its manipulation is more a matter of learning the techniques than of superior muscular power. Millions of women have exhibited interest and capabilities in this unexpected direction, with the result that they now occupy a vast number of mechanized jobs, and many of them will stay there for a long time if they have any choice in deciding their futures.

1/ Source: School and Society, June 2, 1945. Chester Alexander, Westminster College, Fulton, Mo.

A few more facts may throw additional light on the nature of these social changes. In 1910, there were 2,692,000 more males than females in our population. In 1920, the Census data disclosed that this number had fallen to 2,090,000, which indicated to discerning people that the national sex ratio was moving toward an equalization. In 1930, the population figures indicated that there were only 1,499,000 more men than women despite the fact that the whole population had increased by 30,000,000 during the preceding 20 years. The recent population figures for 1940 show that the sex ratio had dropped again until there were only 697,000 more men than women. At that rate the differential will probably have disappeared before the next national census.

In the figures given in the preceding paragraphs we find some important thoughts for educators. Perhaps a résumé of the points presented might bring them into a better focus:

1. The number of girls who are being graduated from high schools has exceeded that of boys for several generations.

2. Modern machinery is usually so easy to operate that women can handle many mechanized jobs just about as well as men.

3. The number of women who have entered factories, laboratories, and technical schools shows a very marked trend to occupations which were once predominantly held by men.

4. The number of females in the population is rapidly approaching that of males, and in a short time may equal the masculine element.

From these observations it is quite clear that women in the near future will need and demand vastly more basic and technical education than they have ever received in the past....

Record dept

WOMEN IN THE NATION'S LABOR FORCE

Wartime changes in the labor force

The contribution made by women to war production and ultimate victory has not gone without recognition in the Nation. But the mobilization of great numbers of women for war production has overshadowed the fact that even in normal times many of them work for a living. In 1940 there were 13 million women workers. Had there been no war, usual peacetime trends would have resulted in a woman labor force of nearly 15 million by March 1945. The actual number (including the 270,000 women in the Armed Forces) was about 18 million. Thus, as the Women's Bureau of the U.S. Department of Labor points out, in the spring of 1945 more than 4 in 5 women workers could be considered as performing their usual economic role in the community.

Women who went into the labor force during the war though normally they would not have done so played a vital part in the drive for victory. No less essential was the large group of experienced women workers many of whom shifted to new occupations and industries and others of whom remained in former types of work where they were needed also.

The transition period

Of the women employed in March 1944 only about half had been in the same industry group before Pearl Harbor. These shifts were made over many months, but the shifts back to peacetime production patterns involve sudden readjustments that cannot be made without some dislocations.

The transition period

In the week immediately following the defeat of Japan an estimated 1,800,000 lay-offs were made, and by September 14th the total number swelled to 2 1/4 million. At the same time demobilization of the armed forces amounted to 200,000 in August and 700,000 in September. Many of the individuals affected, however, obtained new jobs, or else withdrew from the labor market. The total rise in unemployment from August to September was but 820,000 including 320,000 women. In addition there was a decrease of 680,000 women in the labor force. The decline in women's employment corresponding to these changes amounted to 1 million.

Between August and September withdrawals from the labor market of women war workers were minor. About 80 percent of the decline in the woman labor force arose from the return to school of girls who had taken vacation jobs.

In the months ahead the situation is likely to become intensified as large numbers of men are demobilized from the Armed Forces. With more than 3 1/2 million men and women being discharged from the armed forces in October-December it is anticipated that unemployment will rise, even while employment also rises as reconversion of industry proceeds.

While only 2.1 percent of all women in the civilian labor force were unemployed during the week before the war's end, 3.9 percent of all women workers were out of work and looking for jobs by September and it can be anticipated that the proportion will rise still more in the coming months. Unemployment will, however, be less than lay-offs, since many of the women losing jobs will find new ones and at the same time some of the 2 million servicemen's wives will withdraw from the labor market as their husbands are demobilized and are reemployed.

Extra women war workers

The twin problems of raising a huge army and providing an endless stream of materials were met with remarkable success. From 1940 to 1945 some 12 million men and women were siphoned off for the Armed Forces, at the same time that the civilian labor force was permitted to drop by only 1 1/3 million. This was possible because of a net increase in the total labor force including the armed services representing over 5 million men and 5 million women.

Without a war the number of women in the labor force would have increased approximately 1 2/3 million from 1940 to 1945 instead of over 5 million. The extra 3,660,000 women workers are persons who in normal times would be housewives, students, retired workers, or other nonworkers. A recent analysis by the Bureau of Labor Statistics indicates the characteristics of these workers and the extent to which they are likely to remain in the labor force in the postwar period.

About 1.9 million of the extra women workers as of March 1945 were over 35 years of age; another 1.1 million were women under 35 not normally in school, most of whom were wives of servicemen. The remaining 700,000 were girls or young women under 25 who ordinarily would have been engaged full-time in school work.

After the end of the war numbers of women under 35 not normally in school are expected to return to ordinary levels. Many of them were servicemen's wives who went into or remained in the labor market due to economic or patriotic motives. About half of the women with husbands away in the armed forces worked during the war while only about one-fifth of other married women did so. Women's Bureau studies in 10 war production centers showed that three-fifths of servicemen's wives planned to stop work after the war.

Few of the younger workers who left school are likely to return to their studies, but each year numbers of them will cease to be extra workers as they reach their normal working age and by 1950 will be relatively unimportant. Women over 35, however, do not in general have responsibilities for young children and many of them have acquired valuable skills, so that they are likely to be the most significant group of extra wartime workers that will remain in the labor market after the transition period.

Increasing tendency for women to work and for the economy to depend on the ~~peak~~ paid work of women

If there are about 600,000 extra women remaining in the labor force by 1950, the total number of women workers will be about 16.9 million as of March, 1950, or percent of all women of working age. The 1950 proportion is slightly below the wartime figure, but it shows considerable advance over 1940, The tendency for an increasing proportion of women to work outside the home is of long standing and follows the departure from the home of various activities now carried on commercially - textile manufacture, the making of clothing, food processing, etc. Many of these things were made better and more quickly in the factory; but it meant that goods and services formerly available to families through the work of unpaid labor increasingly required money income for their procurement. The increasing proportion of the woman population of working ages, the long time trend toward their increased participation in the labor force, and the more lasting effects of the war considerably outweigh the decreasing tendency to work among the very young and the very old. The net result of these factors is to enlarge the proportion of women at work in 1950.

Over the same period an increasing proportion of the work force consisted of women. While the national income of 1870 was produced by workers consisting of only percent women in 1940 percent of the labor force were women and in 1950 the proportion is expected to be percent. As business and industry have entered new fields they have depended increasingly on the aptitudes and abilities of women.

TABLE 1.--CHANGES IN THE LABOR FORCE FROM APRIL 1940 TO APRIL 1945

	Total	Men	Women
Total labor force	+ 10,580	+ 5,230	+ 5,350
Civilian labor force	- 1,090	- 6,170	+ 5,080
Armed forces	+ 11,670	+ 11,400	+ 270

TRENDS

Year	Proportion women workers are of the total woman population 1/	Proportion women workers are of all workers 1/
March 1950	24.1	27.9
March 1945:		
Civilian labor force	26.4	34.7
Total labor force	26.7	28.7
March 1940	19.8	24.4
1930	17.7	22.0
1920	16.7	20.4
1910	16.7	19.9
1900	14.3	18.3
1890	13.1	17.2
1880	10.7	15.2
1870	9.7	14.8

1870 to 1930 figures are for gainful workers; 1940 to 1950 figures are for persons in the labor force.

CHARACTERISTICS OF EXTRA WOMEN IN THE LABOR FORCE, APRIL 1945

		Millions
Total extra women workers		3.7
Under 25		1.6
From school or college	.7	
14-19 years	.6	
20-24 years	.1	
Other (mostly servicewives, housekeepers; some from the fringes of the labor market	.9	
14-19 years	.5	
20-24 years	.4	
25 - 34 years		.2
Mostly service wives		
35 years and over		1.9
Mostly married women with no young children		

Source: Bureau of Labor Statistics.

FACTORS ACCOUNTING FOR DECREASES IN CIVILIAN EMPLOYMENT AND ARMED FORCES, AUGUST - SEPTEMBER, 1945

Group	Decrease in civilian employment and the armed forces (in thousands)			Factors accounting for changes (in thousands)	
	Total	Civilian employment	Armed forces	Increase in unemployment	Decrease in the total labor force
Total	2,540	2,270	270	820	1,720
Men	1,540	1,270	270	500	1,040
Women	1,000	1,000	-	320	680

Source: Monthly Report on the Labor Force, October 12, 1945.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

Numbers of women and of total persons employed, percent distribution of women, and percent women of total persons, by industry, in March 1940, 1944 and 1945

Industry	Numbers of women employed			Percent distribution of women		
	1945 1/	1944 2/	1940 3/	1945	1944	1940
All industries	17,600,000	16,480,000	11,138,178	100.1	100.0	100.0
Agriculture	1,120,000	580,000	485,373	6.4	3.5	4.4
Manufacturing	5,450,000	5,590,000	2,322,252	31.0	33.9	20.8
Metal, rubber, chemicals	2,620,000	2,690,000	475,458	14.9	16.3	4.3
Other	2,830,000	2,890,000	1,846,794	16.1	17.5	16.6
Trade	3,670,000	3,190,000	2,029,540	20.9	19.4	18.2
All other	7,360,000	7,120,000	6,301,013	41.8	43.2	56.6
Government	1,120,000	1,080,000	339,418	6.4	6.6	3.0
For., fish., min., & constr.			46,897			0.4
Transp., commun. & pub. util.		680,000	345,086		4.1	3.1
Fin., bus., repair, prof. ser.	6,240,000	2,680,000	2,376,305	35.4	16.3	21.3
Dom., per. serv. & recreation		2,660,000	2,955,041		16.1	26.5
Industry not reported		20,000	238,266		0.1	2.1

	Total persons employed			Percent women of total		
All industries	50,830,000	-	45,166,083	34.6	-	24.7
Agriculture	7,290,000	-	8,372,222	15.4	-	5.8
Manufacturing	14,650,000	-	10,572,842	32.7	-	22.0
Metal, rubber, chemicals	9,520,000	-	4,134,435	27.5	-	11.5
Other	7,130,000	-	6,438,407	39.7	-	28.7
Trade	8,130,000	-	7,538,768	45.1	-	26.9
All other	18,760,000	-	18,682,251	39.2	-	33.7
Government	2,920,000	-	1,753,487	38.4	-	19.4
Other than government	15,840,000	-	16,928,764	39.4	-	35.2

1/ Bureau of the Census, P-S No. 8, Feb. 13, 1946.
2/ Women's Bureau Special Bulletin No. 20, p. 11.
3/ Sixteenth Census of U. S. 1940, Population, Vol. III, Part 1, Table 74, pp. 180, 181.

JMH/vh
3/21/46

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
WASHINGTON

RECONVERSION BLUEPRINT FOR WOMEN

Adopted at a conference of the Women's Bureau with women representatives of 25 National organizations, December 5, 1944

A. Women's employment must be considered not only as a woman or labor problem but one of human welfare, which includes women's status in the wage-earning world, their home and family responsibilities, and their relation to the National economy.

Organizations interested to aid in the solution of such problems should carry on an extensive program of educating women themselves, labor groups, employers, and the general public, as to the social and economic significance of women as workers. The purchasing power of women, assured steady employment with good returns for their work, is a valuable asset to the community and to the country as a whole. Of great importance are the causes underlying women's search for jobs. To support themselves and their dependents, in many cases as the prime family wage-earner; to supplement the family income in order to achieve a decent standard of living for themselves and their children.

To attain the desirable objectives during the reconversion and postwar period it is basic to work for full employment, which will promote the interest of all and provide full opportunity for women.

To develop sound policies and effective machinery for translating such policies into practice, it is necessary to study women's prospects in relation to all postwar planning, and work for solution of their employment problems, through:

1. Analyses of women's impending job shifts in terms of kinds and numbers of jobs which will evaporate, and of the possible transfer of war skills and new applications for those skills in civilian industries and employment.
2. Establishment of policies and procedures for necessary lay-offs, to prevent discrimination against women as such.
3. Assurance of public employment service facilities equipped and competent to handle the needs of all comers, including the many special groups which would benefit by special counseling but whose placement opportunities should all be equally unabridged. Reestablishment of State and local advisory committees to the public employment service.
4. Opening to women the benefits of adequate counseling, training, and retraining facilities.
5. The establishment of at least adequate minimum conditions in the traditional woman-employing industries for women's shifts back to prewar occupations.
6. Readiness of women, in entering the labor market, to share all the responsibilities of employment, including taking advantage of opportunity to raise standards through collective bargaining.
7. Provision of funds for women workers when demobilized to return to former homes or to new areas where employment opportunities are available.

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8. Advance planning of public works programs to meet the needs of all workers affected by reconversion shifts.
9. Services of competent, informed women on public postwar planning bodies such as municipal and State planning committees.

B. Another essential method for promoting the welfare of women wage earners, who are also the homemakers and mothers of the race, is to build up progressive labor standards through legislation.

The legislatures of 44 States will be in session during the coming year and most of them will not meet again until 1947. If the reconversion program is to have behind it the effect of legal standards, these must be put on the statute books without delay.

This presents the opportunity to safeguard women with good work standards, by:

1. Restoration of full enforcement of prewar State and Federal labor laws, and reenactment where repealed.
2. Improvement of legal labor standards. Extension to all States of minimum wage, maximum hour, equal pay legislation and protection of collective bargaining rights; and administrative extension of minimum-wage orders to uncovered occupations.
3. Extension and improvement of workmen's compensation, old age and survivors' and unemployment insurance to provide adequate benefits for all workers. Removal from unemployment insurance of the inequities and restrictive provisions in law and in administration.
4. Effective administration of labor laws by well-organized State departments of labor, with adequate funds and staff and progressive policies.
5. Efforts to solve problems and to raise standards in major woman-employing fields (as services and consumer industries); and to develop good employment policies for various types, skills, and status of women.

U. S. GOVERNMENT PRINTING OFFICE: 1945

2/17/75
JM Hooks

SUMMARY OF WPB-732 DATA

FOR 1,779 LARGE METAL PRODUCTS MANUFACTURING PLANTS

JULY 1942 - APRIL 1944

WAR PRODUCTION BOARD
Bureau of Program and Statistics
General Statistics Staff
Industry Analysis Branch

Restricted

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Region 11

920 Detroit, Mich..... 25
925 Flint, Mich..... 26
955 Lansing, Mich..... 26
965 Muskegon, Mich..... 27
975 Pontiac, Mich..... 27
990 South Bend, Ind.-Mich..... 28
995 Toledo, Ohio-Mich..... 28

Table 3

SHIPMENTS, UNFILLED ORDERS, AND LABOR DATA CLASSIFIED BY PRE-WAR INDUSTRY

1461 Enameled-iron sanitary ware and plumbers' supplies..... 29
1466 Steam fittings..... 29
1498 Safes and vaults..... 30
1561 Silverware and plated ware..... 30
1592 Aluminum ware..... 31
1613 Electrical measuring instruments..... 31
1619 Electrical generating & distributing apparatus..... 32
1620 Electrical appliances..... 32
1630 Insulated wire and cable..... 33
1640 Automotive electrical equipment..... 33
1661 Radio, radio tubes, & phonographs..... 34
1662 Communication equipment..... 34
1699 Electrical products, nec..... 35
1711 Steam engines, turbines and water wheels..... 35
1712 Internal combustion engines..... 36
1721 Tractors..... 36
1731 Construction & similar machinery..... 37
1733 Mining machinery and equipment..... 37
1741 Machine tools..... 38

		Page
1749	Metal working machinery & equip., nec..	38
1760	Measuring and dispensing pumps.....	39
1761	Pumping equipment and air compressors..	39
1766	Mechanical power-transmission equipment	40
1771	Office and store machines.....	40
1783	Sewing machines, domestic and industrial	41
1784	Refrigerators & refrigeration machinery	41
1810	Motor vehicles and parts.....	42
1911	Locomotives.....	42
2011	Professional & scientific instruments..	43
2012	Photographic apparatus, materials and projection equipment.....	43
2096	Fire extinguishers, chemical.....	44

Table 4

QUARTERLY SHIPMENTS FOR PRE-WAR INDUSTRIES ANALYZED BY CLASS OF PRODUCT

1461	Enameled-iron sanitary ware and plumbers' supplies.....	45
1466	Steam fittings.....	46
1498	Safes and vaults.....	47
1561	Silverware and plated ware.....	47
1592	Aluminum ware.....	48
1613	Electrical measuring instruments.....	48
1619	Electrical generating & distributing apparatus.....	49
1620	Electrical appliances.....	50
1630	Insulated wire and cable.....	51
1640	Automotive electrical equipment.....	52
1661	Radios, radio tubes, & phonographs.....	53
1662	Communication equipment.....	53
1699	Electrical products, nec.....	54
1711	Steam engines, turbines and water wheels.....	55
1712	Internal combustion engines.....	55

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Table 1 - Summary..... 8

Table 2

SHIPMENTS, UNFILLED ORDERS, AND LABOR DATA
CLASSIFIED BY LABOR MARKET AREA

Region 1

025 Claremont, N.H.-Springfield, Vt..... 9
039 Hartford, Conn..... 9
049 Salem, Mass..... 10
061 New Britain-Bristol, Conn..... 10
083 Springfield-Holyoke-Northampton, Mass.. 11
091 Waterbury, Conn..... 11

Region 2

111 Albany-Schenectady-Troy, N.Y..... 12
132 Elmira, N.Y.-Pa..... 12
177 Rochester, N.Y..... 13
189 Utica-Rome, N.Y..... 13

Region 3

230 Elkton, Md..... 14
287 York, Pa..... 14

Region 4

308 Atlanta, Ga..... 15

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Region 5

420 Cincinnati, Ohio-Ky..... 15
424 Cleveland, Ohio..... 16
430 Dayton-Springfield, Ohio..... 16
466 Sidney-Troy, Ohio..... 17

Region 6

500 Anderson, Ind..... 17
505 Beloit-Janesville, Wis.-Ill..... 18
511 Cedar Rapids, Iowa..... 18
532 Fort Wayne, Ind..... 19
544 Kenosha, Wis..... 19
548 La Crosse, Wis..... 20
560 Michigan City-La Porte, Ind..... 20
562 Milwaukee, Wis..... 21
565 Muncie, Ind..... 21
583 Sheboygan, Wis..... 22

Region 7

630 Kansas City, Mo.-Kans..... 22
685 Wichita, Kans..... 23

Region 8

725 Dallas, Tex..... 23
737 Fort Worth, Tex..... 24

Region 10

855 San Diego, Calif..... 24
863 San Jose, Calif..... 25

		Page
1721	Tractors	56
1731	Construction & similar machinery	57
1733	Mining machinery and equipment	58
1741	Machine tools	58
1749	Metal working machinery and equipment, nec	59
1760	Measuring and dispensing pumps	60
1761	Pumping equipment and air compressors	61
1766	Mechanical power-transmission equip	62
1771	Office and store machines	62
1783	Sewing machines, domestic & industrial	63
1784	Refrigerators & refrigeration machy	63
1810	Motor vehicles and parts	64
1911	Locomotives and parts	65
2011	Professional & scientific instruments	66
2012	Photographic apparatus, materials and projection equipment	66
2096	Fire extinguishers, chemical	67

C

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INTRODUCTION

During the war period, a great variety of statistical data have been reported to the War Production Board covering the operations of the metal products industries. In order to preserve these data in usable form and to increase their availability, the Bureau of the Census has been requested to bring together the reports as of various time periods and to compile therefrom a record of the trends of production, backlog of orders, employment, and materials inventory and usage during the period covered by the WPB-732, PD-25A, PD-275, and OPM-69 surveys.

The accompanying tables, covering the period July 1942 through April 1944, represent a preliminary compilation of data on value of shipments, unfilled orders, employment, man-hours, and payrolls submitted on Form WPB-732 for a fixed sample of 1,779 large metal products manufacturing plants and are designed to show the impact of war production on these plants, industry- and area-wise. The 1,779 plants included in the tables account for 64 percent of the total value of shipments covered in the WPB-732 survey and comprise a representative cross-section of the metal products industries with the exception of shipbuilding. Special difficulties in assembling a complete series for shipyards prevented their inclusion in this report. A more comprehensive summarization covering a larger group of plants and extending into more recent time periods will be presented at a later date.

The data shown in the tables were reported by manufacturers on a monthly basis up to October 1943 and on a quarterly basis thereafter. With the shift of the survey to a quarterly basis the labor data were reported as of a week in the first month following the quarter and are not therefore available for every month during the period covered by the tables.

A description of the tables follows:

Table 1 shows totals for the 1,779 plants of quarterly value of shipments, value of unfilled orders at the end of each quarter and employment, man-hours, and payrolls for each month reported during the period.

Table 2 presents similar data for 40 labor market areas in which the plants in the tabulations accounted for 60 percent or more of the total for the area. Many of the larger areas not shown in the table are those in which shipyards account for a major part of the activity of the metal products industries.

Table 3 presents data for 31 pre-war industries. In this table plants are classified as they were in the 1939 Census of Manufactures and the value of shipments and unfilled orders shown include war products produced in the plants during the period as well as the usual products of the industry.

Table 4 shows for each of the industries in the previous table a distribution of their quarterly shipments by class of product and indicates the pattern of conversion which has occurred in the various industries.

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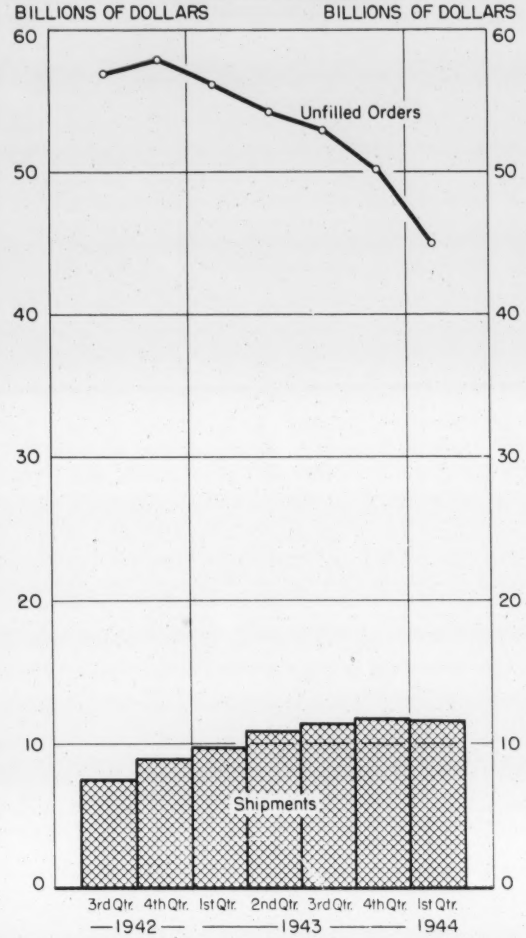
TREND OF SHIPMENTS, UNFILLED ORDERS, AND EMPLOYMENT

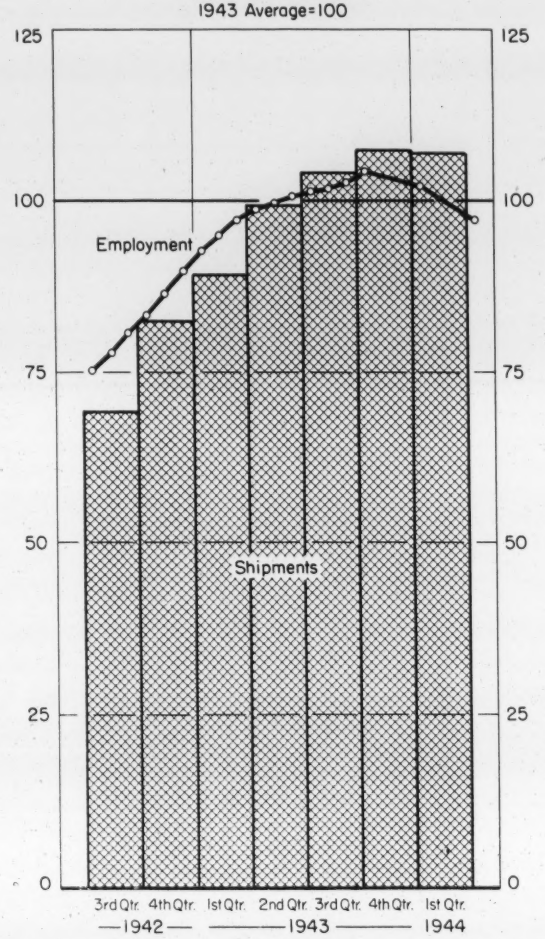
1,779 LARGE METAL PRODUCTS PLANTS

JULY 1942 – APRIL 1944

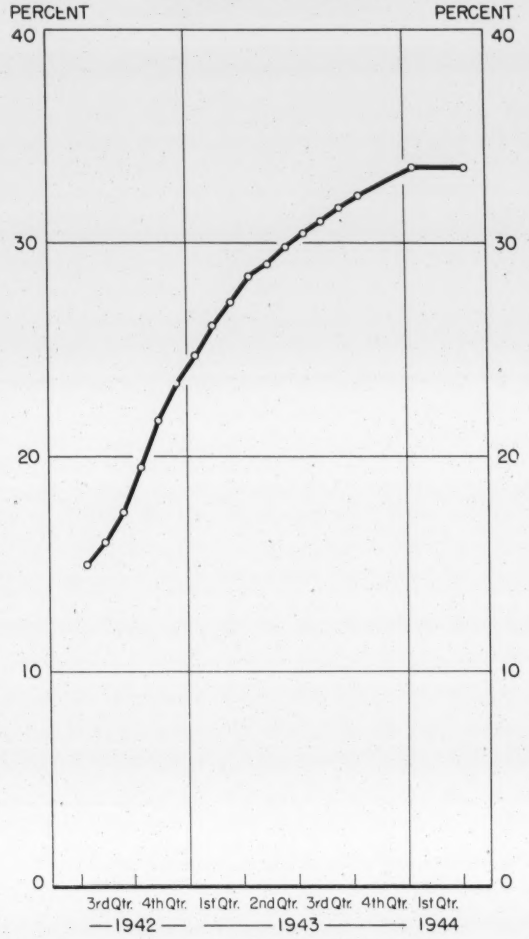
VALUE OF SHIPMENTS AND UNFILLED ORDERS



INDEX OF VALUE OF SHIPMENTS AND EMPLOYMENT



FEMALE WAGE EARNERS AS PERCENT OF TOTAL



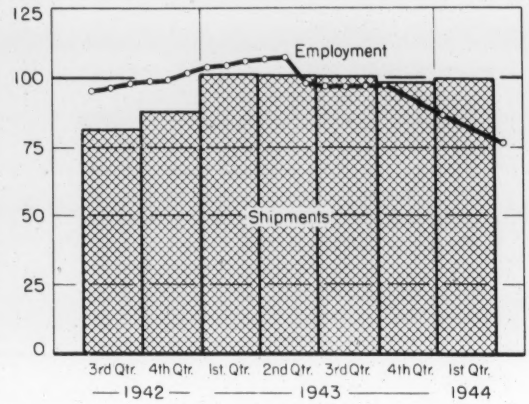
RESTRICTED

SHIPMENTS AND EMPLOYMENT IN SIX LABOR MARKET AREAS

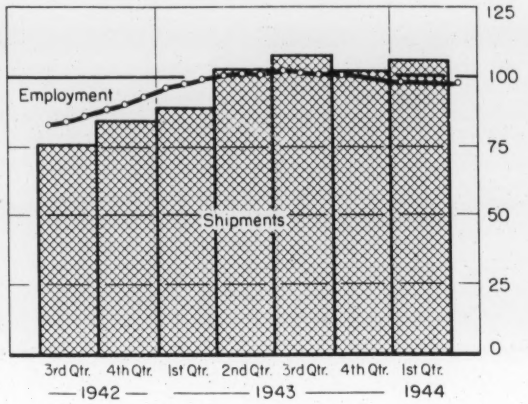
JULY 1942—APRIL 1944

1943 Average = 100

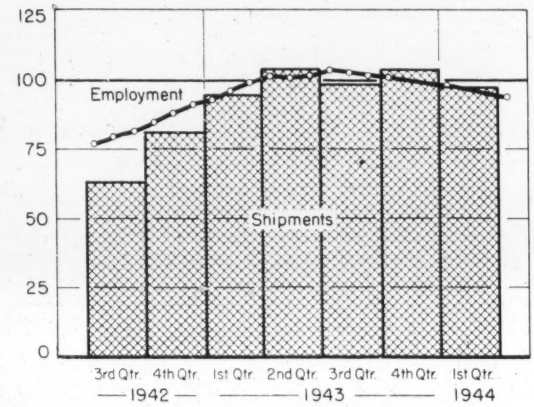
HARTFORD, CONN.— Area 039



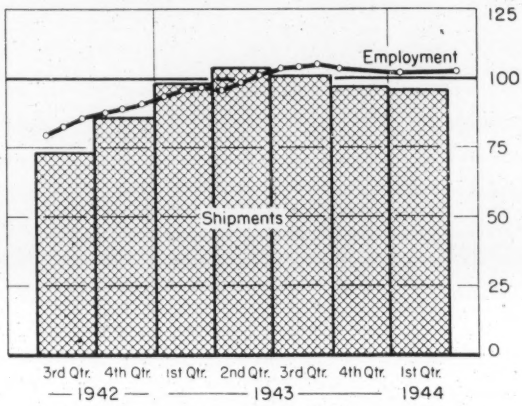
ROCHESTER, N.Y.— Area 177



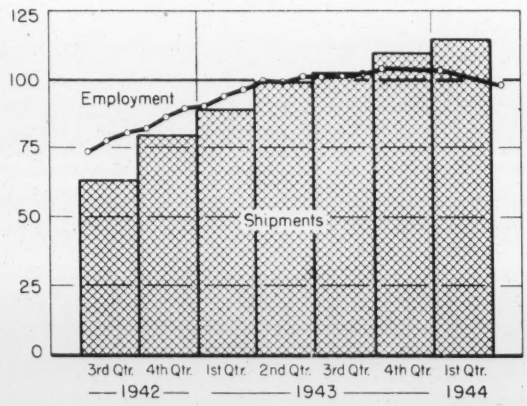
CLEVELAND, OHIO— Area 424



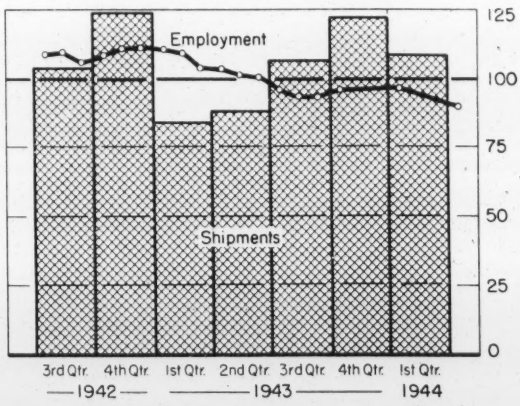
MILWAUKEE, WIS.— Area 562



DETROIT, MICH.— Area 920



SAN DIEGO, CALIF.— Area 855



Indexes as based on reports from the following numbers of large metal products plants: Hartford, 19; Rochester, 20; Cleveland, 80; Milwaukee, 44; Detroit, 147; San Diego, 5.

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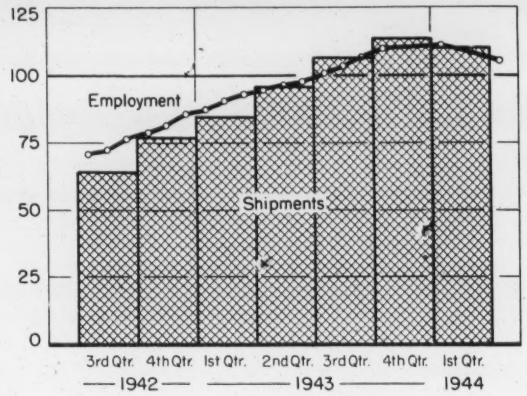
SHIPMENTS AND EMPLOYMENT IN SIX PRE-WAR INDUSTRIES

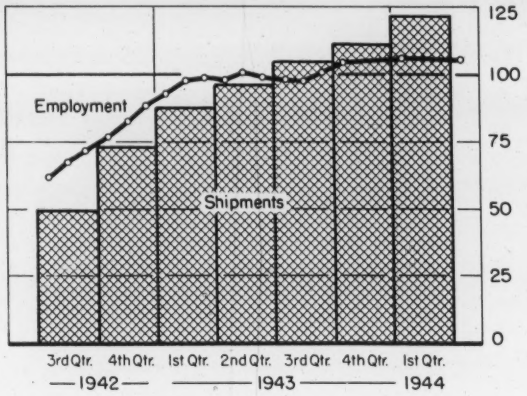
JULY 1942 – APRIL 1944

1943 Average=100

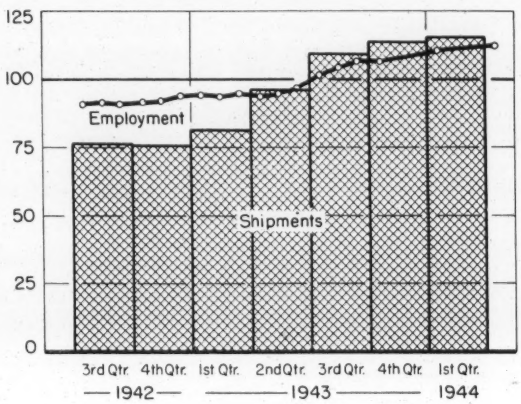
MOTOR VEHICLES AND PARTS
Industry 1810



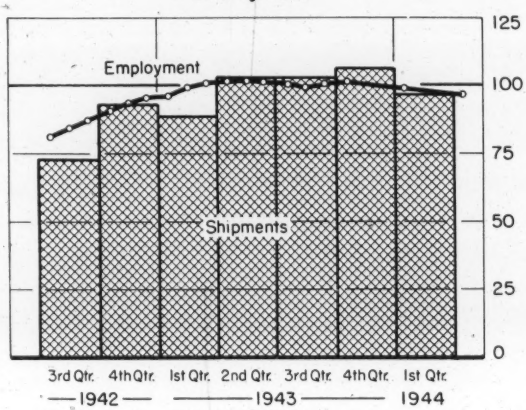
RADIOS, RADIO TUBES, AND PHONOGRAPHS
Industry 1661



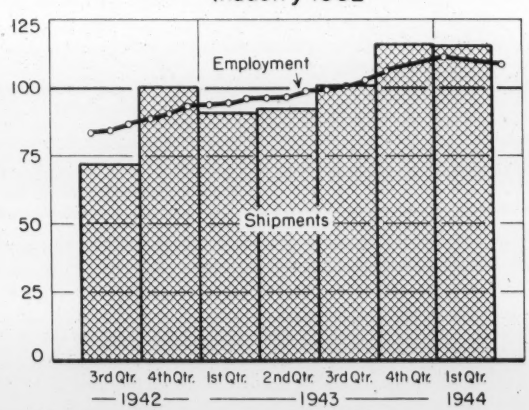
TRACTORS–Industry 1721



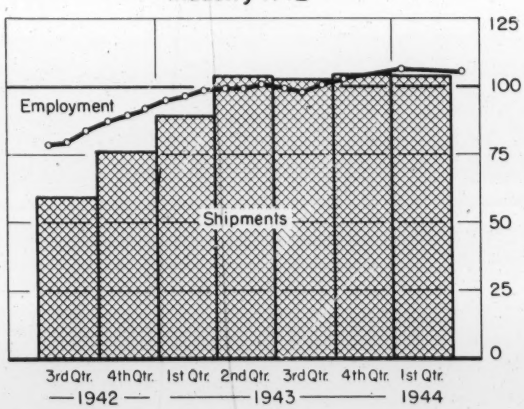
ELECT. GENERATING AND DIST. APPARATUS
Industry 1619



COMMUNICATION EQUIPMENT
Industry 1662



INTERNAL COMBUSTION ENGINES
Industry 1712



Indexes are based on reports from the following numbers of large plants: Motor vehicles and parts, 225; Radios, radio tubes and phonographs, 34; Tractors, 17; Electric generating and distribution apparatus, 55; Communication equipment, 23; Internal combustion engines, 29.

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UNITED STATES OF AMERICA
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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

Table 1 - Shipments, Unfilled Orders, and Labor Data; Total for 1,779 Plants

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

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Month and Year	Value of Shipments	Value of Unfilled Orders at End of Quarter	No. of Wage Earners		Total Man-hours Worked in Week	Amount of Pay-roll for Week
			Total	Female		
1942						
July			2666.0	398.6	124,097	126,154
Aug.	7,555	56,946	2762.8	441.1	129,060	131,787
Sept.			2859.8	498.6	131,134	138,252
Oct.			2955.4	575.9	138,825	144,368
Nov.	9,030	57,953	3066.2	665.0	143,908	150,376
Dec.			3180.8	743.9	151,008	159,170
1943						
Jan.			3287.8	813.7	155,069	164,733
Feb.	9.763	56.120	3369.9	878.8	159,368	170,045
Mar.			3448.7	937.1	163,116	174,664
Apr.			3507.6	996.3	165,948	-
May	10,893	54,179	3533.5	1025.7	167,712	-
June			3571.9	1064.8	168,480	-
July			3595.0	1093.7	164,347	-
Aug.	11.391	52,878	3609.3	1120.1	168,313	-
Sept.			3646.5	1151.3	168,719	-
Oct.			3699.5	1189.5	174,307	-
Nov.	11,778	50,038	-	-	-	-
Dec.			-	-	-	-
1944						
Jan.			3622.6	1214.2	169,126	192,387
Feb.	11,725	44.994	-	-	-	-
Mar.			-	-	-	-
Apr.			3445.4	1154.2	161,518	184,129

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 2 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Labor Market Area

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Area 025 - Claremont, N. H. - Springfield, Vt. (4 plants)						Area 039- Hartford, Conn. (19 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			7.6	.2	423	368			56.1	7.9	2510	2892
AUGUST	20.6	67.5	7.9	.3	442	385	143.7	1021.4	56.8	8.8	2551	2959
SEPTEMBER			7.8	.4	429	375			57.5	9.6	2611	3092
OCTOBER			7.8	.5	438	384			58.0	10.5	2687	3158
NOVEMBER	23.4	56.9	7.9	.6	431	378	154.7	1030.0	58.2	11.4	2698	3167
DECEMBER			8.1	.7	452	396			59.6	12.7	2803	3267
1943												
JANUARY			8.2	.8	457	402			60.8	13.9	2856	3343
FEBRUARY	21.7	48.6	8.2	.8	454	400	177.9	959.5	61.2	14.8	2821	3295
MARCH			8.3	.9	460	409			62.1	15.9	2878	3373
APRIL			8.3	1.1	459	-			62.5	16.9	2804	-
MAY	22.1	36.1	8.2	1.0	416	-	177.5	902.7	62.7	17.5	2852	-
JUNE			7.9	1.0	378	-			57.6	17.2	2581	-
JULY			7.5	1.0	379	-			57.2	17.1	2546	-
AUGUST	19.6	21.3	7.3	1.0	376	-	176.7	872.6	57.2	17.6	2490	-
SEPTEMBER			7.0	.9	374	-			57.2	17.8	2540	-
OCTOBER			6.8	.9	362	-			57.4	18.2	2601	-
NOVEMBER	11.7	12.6					173.4	841.1				
DECEMBER												
1944												
JANUARY			6.0	.7	320	251			50.8	15.3	2277	2881
FEBRUARY	11.9	12.2					175.9	632.4				
MARCH												
APRIL			5.5	.6	291	234			45.0	13.8	2032	2613

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UNITED STATES OF AMERICA
WAR PRODUCTION BOARD

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 2 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Labor Market Area

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

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MONTH AND YEAR	Area 049 - Lynn - Salem, Mass. (4 plants)						Area 061 - New Britain - Bristol, Conn. (17 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			24.2	3.1	1142	1185			29.9	7.3	1507	1341
AUGUST	55.0	335.2	24.8	3.3	1159	1217	53.7	190.3	30.2	7.4	1508	1361
SEPTEMBER			25.4	3.6	1201	1333			30.2	7.5	1458	1331
OCTOBER			25.8	3.8	1213	1359			30.2	7.8	1503	1401
NOVEMBER	62.8	348.6	26.2	4.3	1254	1388	54.4	235.6	30.5	8.2	1509	1446
DECEMBER			26.8	4.8	1265	1397			31.1	8.8	1600	1509
1943												
JANUARY			26.4	4.9	1252	1391			31.4	9.1	1607	1512
FEBRUARY	53.1	276.8	26.4	5.1	1238	1365	64.1	218.6	31.8	9.6	1629	1546
MARCH			26.4	5.5	1238	1384			31.8	9.9	1625	1540
APRIL			26.6	5.9	1237	--			31.9	11.1	1592	--
MAY	59.1	320.5	26.8	6.3	1268	--	65.4	170.5	31.8	10.8	1599	--
JUNE			27.0	6.6	1282	--			31.4	10.8	1558	--
JULY			27.0	6.9	1264	--			30.3	10.4	1474	--
AUGUST	58.0	309.4	26.7	6.9	1264	--	68.6	161.1	29.2	10.0	1425	--
SEPTEMBER			26.8	7.1	1254	--			29.6	10.2	1457	--
OCTOBER			27.0	7.2	1273	--			29.9	10.6	1478	--
NOVEMBER	66.4	291.2					65.4	140.5				
DECEMBER												
1944												
JANUARY			26.5	7.2	1240	1426			30.0	10.7	1459	1527
FEBRUARY	60.2	242.8					60.9	114.3				
MARCH												
APRIL			26.3	7.0	1207	1396			29.9	10.7	1439	1502

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 2 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Labor Market Area

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

Month and Year	Area 083 - Springfield - Holyoke - Northampton, Mass. (17 plants)						Area 091 - Waterbury, Conn. (9 plants)					
	Value of Shipments	Value of Unfilled Orders at End of Quarter	Number of Wage Earners		Total Manhours Worked in Week	Amount of Payroll for Week	Value of Shipments	Value of Unfilled Orders at End of Quarter	Number of Wage Earners		Total Manhours Worked in Week	Amount of Payroll for Week
			Total	Female					Total	Female		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			33.1	4.3	1545	1535			20.5	6.9	938	900
AUGUST	83.1	348.7	34.5	4.6	1659	1667	53.1	186.2	20.6	7.1	968	945
SEPTEMBER			36.5	5.4	1671	1801			21.2	7.4	1005	1010
OCTOBER			37.0	6.4	1713	1758			21.7	7.7	1007	976
NOVEMBER	104.1	340.1	38.1	7.5	1782	1860	58.4	183.1	22.1	8.1	1002	1001
DECEMBER			39.0	8.4	1826	1918			22.3	8.4	1040	1041
1943												
JANUARY			39.7	9.1	1842	2006			22.8	8.6	1087	1090
FEBRUARY	100.9	381.1	39.9	9.5	1840	1970	53.5	186.4	23.4	9.1	1138	1135
MARCH			40.0	10.0	1839	1982			23.7	9.3	1161	1165
APRIL			39.7	10.4	1833	--			23.8	9.5	1153	--
MAY	103.8	360.5	39.4	10.7	1818	--	57.7	170.4	23.6	9.6	1141	--
JUNE			38.9	10.9	1826	--			23.3	9.5	1141	--
JULY			38.6	11.0	1721	--			23.1	9.4	1125	--
AUGUST	98.7	352.8	39.1	11.3	1834	--	51.0	150.8	23.2	9.5	1140	--
SEPTEMBER			39.2	11.5	1762	--			23.3	9.4	1137	--
OCTOBER			39.6	11.9	1834	--			23.1	9.4	1140	--
NOVEMBER	96.1	347.6					52.3	148.2				
DECEMBER												
1944												
JANUARY			37.8	11.2	1780	2040			22.4	9.0	1109	1178
FEBRUARY	96.7	327.7					55.1	130.3				
MARCH												
APRIL			37.6	11.5	1755	1971			21.8	9.0	1065	1281

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 2 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Labor Market Area

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Area 111 - Albany-Schenectady-Troy, N. Y. (5 plants)						Area 132 - Elmira, N. Y.-Pa. (4 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			39.7	4.4	1922	1874			12.3	5.9	557	458
AUGUST	130.4	1204.0	41.0	4.9	1962	2063	23.1	101.3	11.7	6.0	524	429
SEPTEMBER			43.2	6.0	2071	2276			11.6	6.0	522	481
OCTOBER			44.7	6.8	2095	2284			11.8	6.1	534	476
NOVEMBER	174.5	1194.8	45.8	7.7	2179	2364	27.6	73.0	11.5	6.1	526	446
DECEMBER			46.9	8.9	2263	2501			11.2	6.0	519	445
1943												
JANUARY			47.4	10.1	2249	2466			11.0	6.1	494	444
FEBRUARY	182.8	1104.6	47.2	10.8	2228	2452	25.9	51.4	11.0	6.1	510	449
MARCH			48.3	11.9	2248	2190			10.4	5.5	483	431
APRIL			48.2	12.2	2234	-			9.6	4.9	444	-
MAY	190.0	951.0	48.2	12.6	2236	-	25.4	52.4	8.7	4.2	413	-
JUNE			47.6	12.5	2194	-			5.4	4.0	400	-
JULY			47.2	12.6	2146	-			8.9	4.3	412	-
AUGUST	182.0	808.4	46.8	12.6	2128	-	20.3	60.1	8.4	3.9	397	-
SEPTEMBER			46.7	12.7	2085	-			8.5	3.9	403	-
OCTOBER			46.4	12.6	2125	-			8.8	4.2	416	-
NOVEMBER	183.6	710.9					24.2	70.2				
DECEMBER												
1944												
JANUARY			44.9	12.0	2048	2432			9.2	4.3	432	398
FEBRUARY	133.0	583.0					22.6	75.9				
MARCH												
APRIL			41.3	10.2	1893	2225			8.6	4.1	389	362

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 2 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Labor Market Area

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Area 177 - Rochester, N. Y. (20 plants)						Area 189 - Utica-Rome, N. Y. (8 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			43.1	10.1	1970	1951			16.4	1.3	851	927
AUGUST	88.4	388.6	43.7	10.7	1978	1842	35.6	136.3	16.9	1.4	872	968
SEPTEMBER			44.8	11.6	2057	1927			17.4	1.7	896	1049
OCTOBER			45.9	12.7	2136	1962			17.9	2.0	926	998
NOVEMBER	98.2	391.9	47.1	13.7	2192	2043	43.2	112.9	18.2	2.5	929	1024
DECEMBER			48.4	14.8	2295	2171			18.8	2.9	968	1064
1943												
JANUARY			50.0	16.3	2338	2211			19.5	3.4	1004	1105
FEBRUARY	103.3	420.6	51.1	17.3	2408	2280	43.6	142.4	20.4	3.9	1035	1149
MARCH			51.8	18.1	2444	2322			21.1	4.7	1074	1187
APRIL			52.3	18.6	2466	-			21.4	5.3	1089	-
MAY	119.5	422.4	52.7	18.8	2493	-	39.2	129.2	21.8	5.8	1103	-
JUNE			52.6	19.2	2490	-			21.4	5.6	1085	-
JULY			53.3	19.6	2475	-			20.0	5.3	884	-
AUGUST	125.3	366.2	52.9	19.6	2471	-	40.6	113.4	19.6	5.2	984	-
SEPTEMBER			52.8	19.3	2421	-			19.7	5.1	932	-
OCTOBER			52.7	19.3	2451	-			18.9	4.9	965	-
NOVEMBER	118.6	323.3					44.2	74.5				
DECEMBER												
1944												
JANUARY			51.1	18.4	2375	2411			17.9	4.3	881	1080
FEBRUARY	122.7	345.7					36.4	78.9				
MARCH												
APRIL			51.0	19.2	2320	2385			15.8	3.4	784	962

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 2 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Labor Market Area

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Area 230 - Elkton, Maryland (4 plants)						Area 287 - York, Pennsylvania (9 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			6.7	3.5	281	185			9.9	0.5	553	509
AUGUST	9.6	41.4	7.5	3.3	299	219	38.0	152.8	10.1	0.5	563	534
SEPTEMBER			8.4	5.1	358	250			10.5	0.6	586	559
OCTOBER			9.6	5.8	401	313			10.5	0.6	595	543
NOVEMBER	11.7	30.3	9.8	6.6	438	317	42.5	139.6	10.5	0.6	587	516
DECEMBER			9.7	6.8	433	324			10.6	0.7	594	538
1943												
JANUARY			10.1	7.0	443	332			10.6	0.7	589	534
FEBRUARY	12.8	26.6	10.4	7.4	462	337	39.6	120.2	10.6	0.8	595	538
MARCH			10.3	6.4	432	309			10.7	0.8	599	560
APRIL			11.0	7.0	476				10.7	0.9	608	-
MAY	9.9	35.8	9.7	6.4	407	-	45.7	195.8	10.5	1.0	593	-
JUNE			9.7	6.3	408	-			10.4	1.0	579	-
JULY			10.0	6.5	437	-			10.4	1.0	541	-
AUGUST	8.6	48.6	11.1	7.6	444	-	51.0	167.9	10.1	1.0	561	-
SEPTEMBER			10.2	6.7	411	-			10.2	1.1	570	-
OCTOBER			10.1	6.6	426	-			10.2	1.1	578	-
NOVEMBER	8.1	46.4					49.0	145.2				
DECEMBER												
1944												
JANUARY			9.0	6.0	396	353			10.2	1.1	539	554
FEBRUARY	8.5	35.4					42.1	169.2				
MARCH												
APRIL			9.2	6.4	387	345			9.8	1.0	502	516

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(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Area 308 - Atlanta, Georgia (4 plants)						Area 420 - Cincinnati, Ohio - Ky. (28 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			1.0	0.0	45	39			37.0	4.1	1781	1719
AUGUST	4.6	17.6	0.9	0.1	44	36	162.4	1081.5	37.9	4.5	1892	1819
SEPTEMBER			1.1	0.1	53	48			39.3	4.9	1861	1791
OCTOBER			1.6	0.1	73	69			41.0	5.7	2021	1960
NOVEMBER	6.0	20.9	1.5	0.1	70	66	186.0	1129.5	43.3	6.8	2142	2063
DECEMBER			1.4	0.1	56	53			45.0	7.0	2256	2206
1943												
JANUARY			1.2	0.1	58	55			48.8	8.1	2353	2338
FEBRUARY	5.8	242.4	2.5	0.4	113	117	203.9	1020.5	50.1	9.7	2432	2442
MARCH			2.7	0.4	127	128			54.9	14.7	2838	2873
APRIL			4.5	0.8	206	-			56.3	14.9	2755	--
MAY	5.7	243.2	4.7	0.8	213	-	203.0	929.0	57.2	15.5	2762	--
JUNE			4.6	0.7	203	-			57.5	15.9	2767	--
JULY			5.0	0.7	216	-			58.2	16.3	2810	--
AUGUST	11.8	243.4	5.9	1.0	256	-	164.9	1267.0	58.3	16.6	2815	--
SEPTEMBER			7.6	1.2	336	-			59.6	17.0	2884	--
OCTOBER			9.4	1.9	425	-			60.6	17.8	2917	--
NOVEMBER	14.0	284.2					185.2	1209.2				
DECEMBER												
1944												
JANUARY			13.9	3.3	545	609			60.0	17.6	2878	3031
FEBRUARY	27.5	440.7					183.6	1078.3				
MARCH												
APRIL			15.5	4.7	620	704			58.7	17.3	2785	2367

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(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Area 424 - Cleveland, Ohio (80 plants)						Area 430 - Dayton - Springfield, Ohio (24 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			85.7	11.2	4061	4282			40.2	5.7	1898	2079
AUGUST	296.0	2049.2	88.1	11.8	4154	4436	96.5	705.0	42.2	6.6	2021	2223
SEPTEMBER			90.7	13.4	4315	4717			44.1	7.1	2058	2330
OCTOBER			94.2	15.4	4486	4901			45.9	8.2	2209	2449
NOVEMBER	364.6	2524.8	97.8	18.9	4692	5229	130.7	935.9	49.2	10.1	2378	2664
DECEMBER			101.5	21.4	4979	5643			52.4	11.5	2564	2891
1943												
JANUARY			103.6	23.1	4968	5712			53.8	12.2	2596	2982
FEBRUARY	425.2	2196.0	107.1	25.2	5246	6104	160.8	907.0	54.2	13.2	2604	2882
MARCH			111.3	27.3	5436	6317			55.4	13.9	2666	3070
APRIL			113.1	29.2	5511	--			56.1	14.8	2677	--
MAY	462.9	2062.8	112.4	30.1	5594	--	180.7	763.3	55.9	14.8	2653	--
JUNE			113.3	31.3	5529	--			55.8	15.3	2654	--
JULY			114.8	32.1	5393	--			56.2	15.5	2652	--
AUGUST	441.2	2057.2	114.3	32.8	5614	--	194.9	748.5	55.4	15.2	2609	--
SEPTEMBER			113.1	33.3	5457	--			55.7	15.4	2590	--
OCTOBER			113.0	33.9	5667	--			56.6	16.2	2771	--
NOVEMBER	462.5	1794.3					183.2	719.6				
DECEMBER												
1944												
JANUARY			109.1	32.9	5380	6730			54.1	15.1	2645	3186
FEBRUARY	436.6	1713.9					160.3	549.1				
MARCH												
APRIL			104.1	31.8	4879	5737			52.3	15.1	2440	2919

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(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Area 466 - Piqua - Sidney - Troy, Ohio (7 plants)						Area 500 - Anderson, Indiana (4 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			7.7	1.5	407	354			14.9	2.7	695	780
AUGUST	28.4	174.4	8.1	1.6	409	358	27.8	251.5	17.0	3.4	769	850
SEPTEMBER			8.2	1.8	401	371			17.2	3.3	808	862
OCTOBER			8.7	2.2	419	405			18.0	3.4	792	820
NOVEMBER	37.6	183.8	8.9	2.1	434	414	31.8	253.4	18.0	3.4	787	815
DECEMBER			9.1	2.4	442	419			18.0	3.4	801	918
1943												
JANUARY			9.6	2.7	451	439			17.7	3.3	809	942
FEBRUARY	42.0	189.2	9.6	2.9	450	443	32.8	251.0	17.8	3.3	818	956
MARCH			9.8	3.1	457	450			18.1	3.4	846	984
APRIL			9.9	3.2	465	-			18.4	3.4	860	-
MAY	47.1	158.6	9.9	3.3	461	-	32.7	134.6	18.2	3.5	844	-
JUNE			10.0	3.4	486	-			18.8	3.8	871	-
JULY			10.5	3.7	484	-			18.6	3.9	738	-
AUGUST	41.0	154.7	10.2	3.6	464	-	31.6	121.9	18.4	4.1	834	-
SEPTEMBER			9.6	3.6	446	-			18.5	4.2	854	-
OCTOBER			9.5	3.6	446	-			18.9	4.4	832	-
NOVEMBER	36.4	106.7					36.0	101.0				
DECEMBER												
1944												
JANUARY			9.1	3.3	456	476			19.1	5.0	872	1007
FEBRUARY	33.3	102.3					41.2	100.8				
MARCH												
APRIL			8.8	3.2	412	425			19.0	5.4	853	974

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(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Area 505 - Beloit - Janesville, Wis. - Ill. (7 plants)						Area 511 - Cedar Rapids, Iowa (4 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY	24.4	276.9	6.9	0.8	311	204	5.9	62.6	2.1	0.1	99	78
AUGUST			7.4	0.8	363	340			2.2	0.1	105	90
SEPTEMBER			8.1	1.0	386	364			2.3	0.2	104	87
OCTOBER	28.9	296.4	8.6	1.1	428	384	6.5	63.7	2.5	0.5	118	97
NOVEMBER			8.9	1.2	449	409			2.7	0.6	126	101
DECEMBER			9.1	1.3	463	422			3.0	0.8	139	109
1943												
JANUARY	42.8	263.2	9.2	1.4	466	430	9.1	82.2	3.2	0.9	146	118
FEBRUARY			9.4	1.5	481	410			3.5	1.0	160	129
MARCH			9.6	1.6	493	453			3.7	1.2	178	148
APRIL	55.3	246.9	9.6	1.7	517	-	12.9	71.1	4.0	1.2	188	-
MAY			9.6	1.7	503	-			4.1	1.0	192	-
JUNE			9.5	1.7	482	-			4.3	1.3	194	-
JULY	60.9	207.9	10.0	1.8	509	-	16.2	93.0	4.4	1.4	198	-
AUGUST			9.9	1.9	483	-			4.4	1.4	201	-
SEPTEMBER			9.7	1.8	428	-			4.5	1.5	217	-
OCTOBER	57.5	197.6	9.9	1.8	504	-	23.8	79.2	4.9	1.8	239	-
NOVEMBER												
DECEMBER												
1944												
JANUARY	50.8	172.9	9.8	1.8	508	574	24.8	63.2	5.4	2.0	255	248
FEBRUARY												
MARCH												
APRIL			10.0	1.8	510	578			5.1	1.3	236	230

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(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

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MONTH AND YEAR	Area 532 - Fort Wayne, Indiana (16 plants)						Area 544 - Kenosha, Wisconsin (4 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			17.8	3.8	805	788			3.6	0.3	131	149
AUGUST	48.7	275.9	18.7	4.1	859	844	6.6	113.4	3.7	0.2	150	164
SEPTEMBER			19.7	4.7	908	924			3.9	0.2	138	151
OCTOBER			20.3	5.1	925	929			4.2	0.3	172	206
NOVEMBER	58.1	267.5	20.7	5.7	944	939	5.3	180.0	4.9	0.4	224	244
DECEMBER			22.3	6.4	1014	1009			5.6	0.5	255	277
1943												
JANUARY			22.8	7.0	1027	1022			5.6	0.5	262	285
FEBRUARY	58.9	313.2	24.0	8.1	1097	1093	8.2	178.2	5.6	0.5	257	281
MARCH			24.4	8.7	1128	1128			7.1	0.5	328	365
APRIL			24.9	9.1	1142	--			7.9	0.8	366	-
MAY	76.3	314.5	25.0	9.2	1155	--	15.9	176.5	8.0	0.9	369	-
JUNE			25.4	9.4	1173	--			8.1	1.0	377	-
JULY			25.2	9.3	1155	--			8.8	1.0	411	-
AUGUST	83.6	390.2	25.0	9.3	1148	--	27.5	330.9	9.6	1.1	452	-
SEPTEMBER			25.1	9.4	1167	--			10.4	1.2	481	-
OCTOBER			25.4	9.8	1175	--			11.1	1.4	517	-
NOVEMBER	81.9	388.1					40.7	287.1				
DECEMBER												
1944												
JANUARY			26.0	9.9	1213	1296			9.3	1.3	438	476
FEBRUARY	84.4	314.2					57.7	237.7				
MARCH												
APRIL			25.5	9.9	1151	1239			10.1	1.8	461	582

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MONTH AND YEAR	Area 548 - La Crosse, Wisconsin (4 plants)						Area 560 - Michigan City - La Porte, Indiana (5 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			2.8	0.7	116	100			20.6	7.1	951	870
AUGUST	6.2	18.5	2.8	0.6	117	105	25.1	142.3	20.1	7.1	919	841
SEPTEMBER			2.9	0.6	109	99			19.7	7.1	882	796
OCTOBER			3.1	0.7	128	111			19.5	7.1	881	790
NOVEMBER	6.9	16.0	3.2	0.8	134	119	21.2	145.5	18.0	6.7	823	737
DECEMBER			3.3	0.8	151	136			16.7	6.2	756	683
1943												
JANUARY			3.4	0.9	163	141			15.5	5.8	703	637
FEBRUARY	7.8	17.9	3.6	1.0	168	149	17.3	68.5	13.6	5.0	606	580
MARCH			3.8	1.0	170	152			13.3	4.9	602	574
APRIL			3.8	1.1	180	-			13.0	4.8	598	-
MAY	9.2	17.8	4.0	1.4	180	-	22.6	54.6	12.8	4.3	593	-
JUNE			4.1	1.4	185	-			12.4	4.0	580	-
JULY			4.1	1.4	172	-			10.6	3.3	422	-
AUGUST	7.7	26.3	4.2	1.5	189	-	21.4	44.9	9.9	3.1	446	-
SEPTEMBER			4.3	1.6	183	-			9.7	3.1	435	-
OCTOBER			4.2	1.5	190	-			9.6	3.1	461	-
NOVEMBER	8.4	16.7					19.4	96.6				
DECEMBER												
1944												
JANUARY			3.8	1.2	172	155			8.4	3.7	396	390
FEBRUARY	8.0	13.8					23.1	75.0				
MARCH												
APRIL			3.9	1.4	173	168			9.3	3.3	451	432

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MONTH AND YEAR	Area 562 - Milwaukee, Wisconsin (44 plants)						Area 565 - Muncie, Indiana (5 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			67.0	6.5	3131	3158			7.1	0.5	344	374
AUGUST	181.9	987.4	70.0	7.3	3336	3371	25.0	47.6	7.2	0.6	338	368
SEPTEMBER			72.4	8.5	3322	3531			7.6	0.6	358	386
OCTOBER			74.2	10.0	3495	3608			7.8	0.7	357	389
NOVEMBER	211.3	983.4	75.5	11.5	3611	3694	19.9	59.2	7.7	0.7	353	387
DECEMBER			77.0	12.8	3704	3779			7.5	0.9	328	374
1943												
JANUARY			79.1	14.6	3809	3939			8.5	1.1	379	417
FEBRUARY	242.7	939.4	81.1	15.1	3929	4115	22.3	72.9	8.8	1.3	394	434
MARCH			82.4	16.3	4016	4217			9.2	1.6	410	461
APRIL			81.2	16.9	3988	-			9.4	1.9	437	-
MAY	255.9	805.6	84.0	18.6	4095	-	24.6	65.0	9.5	2.0	443	-
JUNE			85.3	19.9	4091	-			9.7	2.2	453	-
JULY			87.4	21.4	4017	-			9.8	2.3	427	-
AUGUST	248.7	756.8	87.7	21.7	4109	-	25.0	72.3	10.1	2.5	469	-
SEPTEMBER			88.1	22.0	4140	-			10.1	2.5	437	-
OCTOBER			87.5	22.0	4250	-			10.4	2.7	492	-
NOVEMBER	240.5	740.0					24.1	79.0				
DECEMBER												
1944												
JANUARY			86.0	21.2	3894	4253			10.2	2.6	470	552
FEBRUARY	237.3	695.3					28.6	65.6				
MARCH												
APRIL			86.5	22.6	4113	4628			10.4	2.7	471	562

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MONTH AND YEAR	Area 583 - Sheboygan, Wis. (4 plants)						Area 630 - Kansas City, Mo.-Kans. (12 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			4.2	0.3	177	150			21.7	5.0	1000	963
AUGUST	9.8	24.1	4.1	0.2	182	158	52.8	622.6	24.1	6.0	1133	1098
SEPTEMBER			4.1	0.3	177	154			24.6	6.4	1089	1075
OCTOBER			4.1	0.4	181	158			25.7	6.9	1329	1304
NOVEMBER	11.0	29.0	4.0	0.4	173	152	64.4	783.8	27.1	7.5	1300	1292
DECEMBER			4.1	0.5	182	163			27.7	7.9	1333	1353
1943												
JANUARY			4.2	0.5	188	172			31.9	10.1	1530	1584
FEBRUARY	10.3	25.4	4.3	0.6	194	175	83.2	937.6	33.4	11.2	1592	1656
MARCH			4.3	0.6	201	187			33.9	12.3	1630	1977
APRIL			4.4	0.7	208	-			35.8	13.5	1632	-
MAY	9.1	24.1	4.4	0.7	208	-	112.3	1047.7	38.2	14.4	1789	-
JUNE			4.4	0.8	209	-			39.6	15.0	1867	-
JULY			4.3	0.7	200	-			42.2	16.2	1960	-
AUGUST	9.7	22.3	4.4	0.8	208	-	106.6	619.2	43.6	16.9	2031	-
SEPTEMBER			4.5	0.9	209	-			45.1	17.1	2214	-
OCTOBER			4.5	0.9	214	-			45.4	16.9	2155	-
NOVEMBER	11.6	28.3					114.9	817.5				
DECEMBER												
1944												
JANUARY			4.5	1.0	208	205			41.4	15.1	1950	2217
FEBRUARY	13.3	25.3					123.1	696.3				
MARCH												
APRIL			4.6	1.0	216	224			41.7	15.2	1979	2313

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CLASSIFIED BY Labor Market Area

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Area 685 - Wichita, Kans. (6 plants)						Area 725 - Dallas, Tex. (6 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			20.2	2.9	947	788			8.4	1.1	349	332
AUGUST	54.2	766.0	21.4	3.4	1000	835	20.6	409.1	9.8	1.7	417	407
SEPTEMBER			22.0	4.1	1051	887			10.8	1.9	469	455
OCTOBER			21.8	4.8	995	840			11.5	2.2	504	499
NOVEMBER	58.3	738.6	24.7	7.4	1133	970	23.1	422.0	15.0	3.4	649	641
DECEMBER			27.2	8.5	1246	1069			15.5	3.8	699	691
1943												
JANUARY			32.4	12.8	1480	1292			20.9	5.1	911	905
FEBRUARY	70.3	714.0	32.2	12.3	1471	1284	24.9	427.5	22.2	5.4	959	958
MARCH			32.3	10.8	1563	1373			22.8	5.7	1018	1018
APRIL			35.2	12.5	1568	-			22.2	5.5	1038	-
MAY	60.7	704.3	35.2	12.7	1570	-	41.3	398.2	23.0	6.2	1095	-
JUNE			33.7	12.3	1525	-			23.7	5.8	1104	-
JULY			33.5	11.5	1495	-			22.9	5.8	1074	-
AUGUST	68.7	752.0	32.3	11.9	1478	-	37.3	550.7	21.6	5.8	1051	-
SEPTEMBER			33.1	12.7	1549	-			25.9	6.6	1269	-
OCTOBER			34.3	12.7	1603	-			28.8	8.3	1472	-
NOVEMBER	87.3	687.0					51.3	523.6				
DECEMBER												
1944												
JANUARY			39.6	14.6	2007	2081			28.7	8.3	1348	1477
FEBRUARY	167.0	767.4					103.9	478.5				
MARCH												
APRIL			33.8	12.5	1692	1815			31.5	10.2	1568	2090

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CLASSIFIED BY Labor Market Area

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Area 737 - Fort Worth, Tex. (3 plants)						Area 855 - San Diego, Calif. (5 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY	5.7	998.9	3.8	0.3	176	157	170.7	1674.7	46.6	7.6	2182	2050
AUGUST			5.5	0.7	223	198			46.8	9.4	2193	2090
SEPTEMBER			6.6	0.9	259	230			45.5	11.4	2102	2022
OCTOBER	11.4	994.0	8.0	1.4	317	288	205.6	1503.6	46.3	14.7	2120	2058
NOVEMBER			8.8	2.0	358	328			47.5	16.9	2196	2135
DECEMBER			10.3	2.2	426	390			47.6	18.5	2215	2168
1943												
JANUARY	15.0	981.9	14.5	4.0	656	611	137.2	1337.8	47.4	16.9	2256	2246
FEBRUARY			17.0	5.5	742	679			46.8	20.4	2221	2307
MARCH			17.3	6.6	795	768			44.7	19.6	2114	2103
APRIL	37.7	952.3	18.7	6.9	872	-	144.9	1171.9	44.4	19.1	2014	-
MAY			19.9	7.2	937	-			43.7	19.1	1963	-
JUNE			20.8	7.6	956	-			43.2	19.2	1928	-
JULY	83.7	898.9	22.0	7.9	1046	-	175.7	1054.9	41.4	18.3	1744	-
AUGUST			23.9	8.2	1175	-			40.2	17.9	1739	-
SEPTEMBER			25.8	8.2	1202	-			40.2	18.1	1675	-
OCTOBER	109.6	755.7	26.4	8.6	1223	-	202.2	1200.2	41.0	18.7	1772	-
NOVEMBER												
DECEMBER												
1944												
JANUARY	120.2	632.1	24.7	7.6	1143	1223	178.5	1247.1	41.4	18.1	1691	2011
FEBRUARY												
MARCH												
APRIL			20.1	5.8	867	910			38.5	16.5	1607	1900

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 2 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Labor Market Area

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Area 863 - San Jose, Calif. (6 plants)						Area 920 - Detroit, Mich. (147 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			2.5	0.1	116	137			323.5	17.4	15162	18993
AUGUST	13.3	62.1	2.8	0.1	135	163	818.6	7829.7	338.2	20.0	15936	19973
SEPTEMBER			3.1	0.1	158	177			350.4	25.1	15917	21211
OCTOBER			3.2	0.1	172	183			358.1	32.5	17065	21894
NOVEMBER	12.7	94.6	3.3	0.0	158	207	1026.2	7542.9	373.5	40.5	17336	22790
DECEMBER			3.8	0.1	181	233			388.3	52.0	18813	24342
1943												
JANUARY			4.2	0.2	214	264			394.7	58.7	19076	25050
FEBRUARY	14.5	76.2	4.9	0.2	234	302	1145.9	7667.6	409.2	68.7	19554	25607
MARCH			6.0	0.3	236	303			420.7	78.2	19884	25989
APRIL			5.5	0.4	295	-			434.1	90.6	20593	-
MAY	18.3	100.8	6.6	0.4	321	-	1276.4	7720.8	433.4	93.7	20324	-
JUNE			6.9	0.4	322	-			441.3	102.6	20212	-
JULY			6.9	0.6	320	-			441.3	107.1	19728	-
AUGUST	30.2	93.3	7.0	0.8	326	-	1323.2	7582.7	441.5	112.9	20673	-
SEPTEMBER			7.1	0.6	363	-			447.1	119.0	20346	-
OCTOBER			7.1	0.7	332	--			456.4	125.4	21491	-
NOVEMBER	28.6	109.1					1407.7	7036.3				
DECEMBER												
1944												
JANUARY			6.5	0.6	301	395			455.1	189.3	21901	29174
FEBRUARY	25.8	76.1					1484.2	6219.9				
MARCH												
APRIL			4.8	0.5	223	290			426.9	112.7	19035	26441

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TABLE 2 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Labor Market Area

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Area 925 - Flint, Mich. (14 plants)						Area 955 - Lansing, Mich. (8 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			35.5	4.7	1583	1850			17.1	0.5	748	934
AUGUST	101.6	976.7	35.3	5.1	1635	1939	54.3	341.5	17.6	0.5	795	982
SEPTEMBER			41.8	5.6	1916	2312			18.1	0.4	784	974
OCTOBER			42.8	6.1	1830	2122			18.8	0.5	881	1123
NOVEMBER	148.3	980.9	43.5	6.2	1952	2371	71.5	380.9	19.4	0.7	909	1180
DECEMBER			46.7	6.3	2149	2649			19.3	0.7	905	1169
1943												
JANUARY			47.6	6.8	2157	2650			19.5	0.8	888	1133
FEBRUARY	220.4	938.6	48.9	7.2	2242	2782	73.1	343.6	19.9	0.9	925	1182
MARCH			49.0	7.3	2321	2942			20.1	0.9	860	1106
APRIL			47.2	7.3	2226	-			19.6	1.0	947	-
MAY	207.1	789.2	46.0	7.0	2185	-	85.0	298.1	20.7	1.4	980	-
JUNE			46.5	7.7	2197	-			21.1	1.4	993	-
JULY			47.6	9.6	2216	-			21.1	1.4	948	-
AUGUST	226.4	763.0	49.9	11.9	2349	-	89.3	278.1	21.2	1.5	993	-
SEPTEMBER			52.3	13.6	2342	-			22.2	1.7	1041	-
OCTOBER			54.4	15.4	2584	-			23.2	2.1	1032	-
NOVEMBER	262.6	616.5					88.7	409.1				
DECEMBER												
1944												
JANUARY			52.7	13.6	2468	3103			22.6	2.1	1032	1319
FEBRUARY	225.9	569.4					89.6	439.9				
MARCH												
APRIL			47.1	9.8	2098	2611			22.0	2.6	985	1315

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 2 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Labor Market Area

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Area 965 - Muskegon, Mich. (11 plants)						Area 975 - Pontiac, Mich. (12 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			10.8	0.6	521	612			18.4	0.3	801	931
AUGUST	36.3	221.3	11.4	0.6	537	658	140.9	787.1	18.7	0.3	840	982
SEPTEMBER			11.8	0.6	519	644			19.4	0.4	807	966
OCTOBER			11.9	0.6	577	741			19.8	0.4	876	1025
NOVEMBER	43.1	202.3	12.4	0.7	598	731	158.1	739.0	20.0	0.6	924	1114
DECEMBER			12.6	0.7	630	838			20.4	0.7	973	1197
1943												
JANUARY			13.3	0.9	666	869			20.6	0.8	935	1147
FEBRUARY	46.3	207.1	13.6	1.0	689	915	141.0	668.7	20.8	0.8	958	1189
MARCH			13.7	1.1	669	908			21.0	1.1	957	1185
APRIL			13.5	1.3	661	-			20.8	1.7	949	-
MAY	44.9	157.6	13.6	1.4	677	-	158.3	700.2	20.8	2.2	956	-
JUNE			14.1	1.9	699	-			20.8	2.6	958	-
JULY			13.8	2.1	658	-			21.5	3.2	973	-
AUGUST	46.4	165.0	13.7	2.2	684	-	157.9	604.8	22.3	4.0	1022	-
SEPTEMBER			14.4	2.2	687	-			22.8	4.5	1016	-
OCTOBER			14.6	2.8	733	-			23.1	4.7	1099	-
NOVEMBER	47.5	176.7					143.2	758.4				
DECEMBER												
1944												
JANUARY			16.7	3.0	773	1117			23.0	4.5	1074	1358
FEBRUARY	53.6	125.3					162.3	662.9				
MARCH												
APRIL			15.8	3.2	756	1122			22.9	5.0	1080	1378

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 2 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Labor Market Area

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Area 990 - South Bend, Ind.-Mich. (4 plants)						Area 995 - Toledo, Ohio.-Mich. (17 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			3.9	0.1	158	167			24.6	3.4	1097	1310
AUGUST	11.6	37.8	3.9	0.1	171	181	84.8	562.2	26.1	3.6	1184	1420
SEPTEMBER			3.8	0.1	170	191			27.1	3.8	1139	1379
OCTOBER			3.9	0.1	171	180			28.2	4.0	1226	1460
NOVEMBER	12.2	41.5	3.9	0.2	173	175	91.2	471.5	28.6	4.4	1230	1459
DECEMBER			4.0	0.2	183	201			29.8	5.0	1350	1627
1943												
JANUARY			4.1	0.3	191	205			31.6	5.9	1433	1745
FEBRUARY	13.5	47.2	4.2	0.3	196	220	107.6	457.1	31.7	6.7	1440	1769
MARCH			4.2	0.4	196	207			31.1	6.2	1411	1741
APRIL			4.2	0.5	194	-			30.7	6.3	1415	-
MAY	14.9	43.4	4.3	0.7	198	-	110.0	458.5	31.2	6.5	1466	-
JUNE			4.5	0.7	209	-			32.2	7.0	1450	-
JULY			4.4	0.8	203	-			33.3	7.8	1469	-
AUGUST	17.1	51.2	4.6	0.8	206	-	108.7	384.7	34.5	8.5	1429	-
SEPTEMBER			4.4	0.8	205	-			35.0	8.9	1425	-
OCTOBER			4.4	0.8	200	-			35.1	9.1	1639	-
NOVEMBER	16.3	41.5					116.7	441.0				
DECEMBER												
1944												
JANUARY			4.5	0.7	189	218			35.6	9.7	1667	2111
FEBRUARY	16.6	28.8					117.7	323.0				
MARCH												
APRIL			4.1	0.6	188	211			36.4	10.2	2569	2232

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 3 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Pre-War Industry 1/

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Industry 1461 - Enameled-iron sanitary ware and plumbers' supplies (93 plants)						Industry 1466 - Steam fittings (19 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			17.2	1.7	712	605			28.0	3.6	1280	1212
AUGUST	35.5	86.4	16.8	1.7	734	621	60.7	236.2	30.3	3.9	1432	1386
SEPTEMBER			17.2	1.9	722	620			32.0	4.6	1492	1456
OCTOBER			17.8	2.4	792	671			33.5	5.9	1567	1539
NOVEMBER	37.6	77.4	18.2	2.5	807	697	76.6	231.6	35.0	6.7	1621	1590
DECEMBER			18.4	2.7	811	711			35.9	7.4	1653	1641
1943												
JANUARY			18.5	2.8	828	739			36.9	8.3	1646	1590
FEBRUARY	37.7	76.0	18.7	2.9	829	745	80.6	228.9	38.0	9.0	1809	1763
MARCH			18.6	3.0	834	761			38.5	9.5	1834	1774
APRIL			18.6	3.1	857	-			38.9	10.0	1901	-
MAY	38.5	73.4	18.5	3.2	850	-	88.2	215.6	38.7	10.2	1872	-
JUNE			18.7	3.3	864	-			39.1	10.8	1882	-
JULY			18.8	3.4	821	-			39.1	10.9	1821	-
AUGUST	40.1	67.5	18.9	3.5	859	-	83.0	191.0	39.4	11.5	1812	-
SEPTEMBER			18.8	3.5	825	-			39.3	11.5	1794	-
OCTOBER			18.9	3.6	878	-			39.7	12.0	1907	-
NOVEMBER	42.4	72.6					80.4	170.4				
DECEMBER												
1944												
JANUARY			19.1	3.9	875	859			39.3	12.0	1804	1787
FEBRUARY	43.8	78.4					81.0	158.6				
MARCH												
APRIL			18.8	3.8	864	890			37.6	11.3	1766	1814

1/ Plants classified as in the 1939 Census of Manufactures.

2-44132 P29 bu

FORM GA-2172
(12-1-44)
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UNITED STATES OF AMERICA
WAR PRODUCTION BOARD

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 3 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Pre-War Industry 1/

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Industry 1498 - Safes and vaults (5 plants)						Industry 1561 - Silverware & plated ware (6 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			5.5	.1	284	269			6.8	1.8	304	255
AUGUST	18.4	78.0	5.8	.1	306	296	14.0	41.4	7.3	2.0	333	297
SEPTEMBER			6.2	.2	322	310			7.2	2.0	322	290
OCTOBER			6.3	.2	326	310			7.0	1.9	324	289
NOVEMBER	22.5	72.7	6.3	.2	322	294	13.4	42.6	7.2	2.1	333	305
DECEMBER			6.2	.2	317	308			7.6	2.3	354	328
1943												
JANUARY			6.0	.2	307	298			7.5	2.4	350	330
FEBRUARY	20.7	53.3	5.8	.2	297	290	14.2	51.3	7.9	2.6	373	348
MARCH			5.6	.2	287	293			8.1	2.7	378	360
APRIL			5.3	.3	277	-			8.3	2.9	390	-
MAY	18.7	45.4	5.2	.3	267	-	18.0	49.6	8.4	2.9	400	-
JUNE			5.0	.3	256	-			8.5	3.0	398	-
JULY			4.9	.3	256	-			8.3	2.9	364	-
AUGUST	17.1	39.0	4.6	.3	243	-	19.2	45.0	8.4	2.9	395	-
SEPTEMBER			4.5	.3	241	-			8.2	2.9	362	-
OCTOBER			4.4	.3	236	-			8.4	3.0	389	-
NOVEMBER	15.1	39.3					20.7	40.6				
DECEMBER												
1944												
JANUARY			4.4	.3	232	254			7.4	2.4	339	358
FEBRUARY	11.4	17.3					20.5	33.7				
MARCH												
APRIL			3.5	.3	180	192			6.8	2.1	311	332

1/ Plants classified as in the 1939 Census of Manufactures.

2-44132 P30 bu

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(12-1-44)
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UNITED STATES OF AMERICA
WAR PRODUCTION BOARD

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 3 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Pre-War Industry 1/

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Industry 1592 - Aluminum ware (17 plants)						Industry 1613 - Electrical measuring instruments (4 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			4.8	1.1	203	162			10.9	5.1	509	443
AUGUST	11.3	42.7	5.2	1.2	221	178	16.6	71.6	11.6	5.5	532	455
SEPTEMBER			5.5	1.4	235	193			12.2	6.0	555	523
OCTOBER			5.9	1.8	258	214			12.6	6.4	579	543
NOVEMBER	13.6	33.2	6.1	2.1	273	221	20.8	84.2	12.9	6.7	600	557
DECEMBER			6.0	2.0	262	220			13.4	7.1	618	578
1943												
JANUARY			6.1	2.1	257	214			13.7	7.4	631	596
FEBRUARY	14.2	30.1	6.2	2.3	276	227	20.5	92.1	14.1	7.8	653	619
MARCH			6.2	2.4	278	231			14.6	8.2	682	649
APRIL			6.0	2.2	272	-			14.9	8.4	699	-
MAY	13.7	34.2	5.9	2.2	263	-	23.8	84.2	15.0	8.6	698	-
JUNE			5.8	2.1	250	-			15.1	8.7	699	-
JULY			5.7	2.1	248	-			15.4	9.0	699	-
AUGUST	12.9	41.4	6.0	2.2	261	-	24.7	75.0	15.2	8.9	698	-
SEPTEMBER			6.1	2.3	272	-			15.4	9.0	691	-
OCTOBER			6.3	2.5	274	-			15.5	9.1	709	
NOVEMBER	13.7	37.9					27.7	71.0				
DECEMBER												
1944												
JANUARY			6.8	2.7	300	268			14.5	8.7	682	664
FEBRUARY	15.0	32.8					25.7	63.0				
MARCH												
APRIL			7.4	3.2	341	319			14.2	8.0	644	647

1/ Plants classified as in the 1939 Census of Manufactures.

2-44132 P31 bu

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(12-1-44)
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UNITED STATES OF AMERICA
WAR PRODUCTION BOARD

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 3 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Pre-War Industry 1/

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Industry 1619 - Electrical generating and distributing apparatus (55 plants)						Industry 1620 - Electrical appliances (41 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			144.6	24.6	6659	6512			14.1	4.3	616	522
AUGUST	343.8	1990.4	149.2	26.6	6881	6896	24.3	125.7	14.3	4.5	619	539
SEPTEMBER			154.6	30.1	7038	7673			14.9	5.1	647	595
OCTOBER			160.2	33.6	7454	7731			15.6	5.9	686	636
NOVEMBER	433.4	1973.2	164.9	37.7	7743	7982	27.9	133.3	16.3	6.5	736	661
DECEMBER			169.1	41.3	8020	8334			17.1	7.2	773	710
1943												
JANUARY			172.2	45.1	8121	8518			18.0	7.9	799	746
FEBRUARY	414.8	1912.8	175.9	49.4	8214	8572	32.4	123.4	18.4	8.0	827	776
MARCH			178.2	53.3	8370	8818			18.9	8.4	862	818
APRIL			179.5	55.6	8409	-			19.5	8.7	908	-
MAY	479.1	1917.5	180.2	57.1	8398	-	39.1	121.9	20.2	9.5	934	-
JUNE			179.4	58.0	8399	-			20.8	9.7	964	-
JULY			177.9	58.0	8190	-			21.1	10.2	914	-
AUGUST	479.2	1833.4	177.4	57.8	8246	-	44.6	113.5	21.5	10.0	993	-
SEPTEMBER			178.3	58.8	8302	-			21.2	9.8	948	-
OCTOBER			179.2	59.6	8411	-			21.3	9.9	966	-
NOVEMBER	497.1	1726.2					41.8	116.3				
DECEMBER												
1944												
JANUARY			175.7	58.6	8175	8980			20.1	9.1	896	917
FEBRUARY	452.9	1624.3					41.6	121.5				
MARCH												
APRIL			172.5	57.7	8034	9069			20.1	9.7	898	958

1/ Plants classified as in the 1939 Census of Manufactures.

2-44132 P32 bu

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UNITED STATES OF AMERICA
WAR PRODUCTION BOARD

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 3 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Pre-War Industry 1/

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Industry 1630 - Insulated wire and cable (7 plants)						Industry 1640 - Automotive electrical equipment (20 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			15.5	5.7	739	658			41.8	13.0	1910	1964
AUGUST	52.7	300.3	17.3	6.3	796	699	71.7	1344.4	44.7	14.2	2042	2113
SEPTEMBER			18.2	6.8	814	766			46.6	15.5	2128	2185
OCTOBER			19.5	8.0	888	817			50.0	16.8	2252	2302
NOVEMBER	58.6	316.1	20.4	8.9	927	837	93.9	1584.4	51.0	17.8	2353	2429
DECEMBER			21.2	9.9	978	889			52.2	18.6	2478	2635
1943												
JANUARY			21.4	10.3	956	690			53.1	19.5	2479	2698
FEBRUARY	72.7	282.0	21.9	10.8	1003	922	111.6	703.9	54.4	20.6	2523	2747
MARCH			22.6	11.6	1055	979			55.1	21.5	2546	2794
APRIL			22.8	11.8	1043	-			54.5	21.3	2525	-
MAY	71.2	281.6	22.5	12.0	1036	-	113.6	584.1	53.9	21.5	2514	-
JUNE			22.9	12.3	1050	-			54.3	22.3	2504	-
JULY			23.1	12.3	1032	-			54.4	22.5	2397	-
AUGUST	69.3	277.1	23.2	12.4	1041	-	121.0	540.7	54.6	23.1	2483	-
SEPTEMBER			23.7	12.9	1043	-			54.8	23.4	2370	-
OCTOBER			24.4	13.6	1125	-			55.6	23.8	2547	-
NOVEMBER	89.9	259.9					134.8	501.6				
DECEMBER												
1944												
JANUARY			24.6	13.5	1048	1027			55.3	23.9	2536	2857
FEBRUARY	75.8	276.6					133.6	439.7				
MARCH												
APRIL			26.1	14.6	1175	1159			54.2	24.3	2468	2758

3-44132 P33 bu

1/ Plants classified as in the 1939 Census of Manufactures.

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UNITED STATES OF AMERICA
WAR PRODUCTION BOARD

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 3 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Pre-War Industry 1/

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Industry 1661 - Radios, radio tubes, and phonographs (34 plants)						Industry 1662 - Communication equipment (23 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			47.6	22.1	2180	1847			59.6	21.7	2642	2404
AUGUST	142.6	1521.6	52.3	25.0	2376	1982	177.3	1219.8	60.4	23.7	2673	2359
SEPTEMBER			55.6	27.3	2488	2173			61.9	25.9	2698	2621
OCTOBER			59.3	29.8	2755	2342			63.6	28.1	2922	2699
NOVEMBER	211.2	1420.9	64.1	33.4	2982	2551	245.6	1187.9	65.0	30.3	2923	2667
DECEMBER			68.3	36.4	3245	2787			66.7	32.5	2977	2769
1943												
JANUARY			71.9	38.3	3293	2876			66.9	33.2	3060	2861
FEBRUARY	253.8	1458.7	75.9	41.3	3531	3091	223.1	1077.7	67.6	34.6	3125	2947
MARCH			76.6	43.9	3542	3105			68.6	35.9	3146	3015
APRIL			76.1	44.0	3531	-			69.1	37.4	3218	-
MAY	280.1	1538.6	78.3	45.6	3677	-	226.7	1357.8	69.4	37.4	3224	-
JUNE			77.2	45.1	3592	-			70.6	38.6	3296	-
JULY			76.6	44.7	3491	-			71.5	39.6	3253	-
AUGUST	302.1	1494.9	75.9	43.3	3493	-	247.4	1363.7	72.2	40.6	3300	-
SEPTEMBER			78.3	45.5	3601	-			73.6	41.6	3406	-
OCTOBER			81.5	47.9	3755	-			76.3	43.5	3543	-
NOVEMBER	323.6	1517.2					284.2	1338.2				
DECEMBER												
1944												
JANUARY			82.9	48.5	3886	3685			79.8	45.4	3603	3657
FEBRUARY	354.1	1497.7					282.5	1351.8				
MARCH												
APRIL			82.3	48.1	3734	3547			77.9	43.6	3511	3626

1/ Plants classified as in the 1939 Census of Manufactures.

2-44132 P34 bu

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UNITED STATES OF AMERICA
WAR PRODUCTION BOARD

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 3 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Pre-War Industry 1/

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Industry 1699 - Electrical products, nec (8 plants)						Industry 1711 - Steam engines, turbines and water wheels (5 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			8.0	2.4	413	425			10.9	.1	518	593
AUGUST	28.1	230.2	8.5	2.4	437	451	27.9	260.8	11.2	.2	534	637
SEPTEMBER			8.9	2.4	462	568			11.5	.2	528	691
OCTOBER			9.4	2.8	486	556			11.7	.3	561	675
NOVEMBER	47.8	251.7	9.6	3.0	490	541	39.1	259.5	12.1	.5	582	703
DECEMBER			9.3	2.9	491	547			12.3	.6	599	719
1943												
JANUARY			9.3	3.0	494	554			12.2	.6	593	733
FEBRUARY	54.5	232.0	9.3	3.0	489	553	42.5	300.4	12.5	.8	604	745
MARCH			9.3	3.1	492	557			12.6	.9	600	756
APRIL			9.6	3.4	506	-			12.9	1.1	615	-
MAY	58.1	94.2	9.6	3.5	492	-	43.9	297.8	13.1	1.2	622	-
JUNE			9.7	3.7	495	-			13.2	1.4	622	-
JULY			11.2	4.1	572	-			13.3	1.4	624	-
AUGUST	60.9	104.9	11.1	4.1	561	-	42.9	335.6	13.1	1.4	632	-
SEPTEMBER			11.2	4.1	572	-			13.3	1.5	637	-
OCTOBER			10.5	4.0	579	-			13.4	1.5	640	-
NOVEMBER	32.9	212.5					48.1	296.9				
DECEMBER												
1944												
JANUARY			9.6	3.6	470	516			13.6	1.6	656	887
FEBRUARY	30.8	190.1					50.8	259.4				
MARCH												
APRIL			10.8	4.1	545	618			13.9	1.6	660	923

1/ Plants classified as in the 1939 Census of Manufactures.

2-44132 P35 bu

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UNITED STATES OF AMERICA
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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 3 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Pre-War Industry 1/

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Industry 1712 - Internal combustion engines (29 plants)						Industry 1721 - Tractors (17 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			38.4	2.0	1868	1873			53.6	.9	2359	2443
AUGUST	192.7	1606.2	39.2	2.2	1940	2045	146.9	454.1	53.8	1.1	2375	2435
SEPTEMBER			41.0	2.3	1941	2143			53.7	1.3	2354	2466
OCTOBER			42.8	3.1	2098	2276			54.1	1.5	2470	2586
NOVEMBER	247.2	1678.6	43.8	3.5	2159	2362	146.2	541.2	54.4	2.2	2490	2596
DECEMBER			45.2	3.7	2257	2497			55.7	2.6	2524	2658
1943												
JANUARY			46.7	4.1	2300	2537			55.8	2.9	2545	2742
FEBRUARY	291.0	1536.0	47.5	4.4	2374	2583	156.9	580.5	55.5	3.0	2601	2877
MARCH			48.5	5.0	2421	2704			56.3	3.7	2651	2909
APRIL			48.8	5.9	2456	-			55.6	4.5	2617	-
MAY	336.4	1442.0	48.9	6.3	2479	-	186.1	586.6	56.3	5.2	2677	-
JUNE			49.5	7.3	2475	-			57.4	6.0	2548	-
JULY			48.8	7.2	2425	-			60.2	7.3	2705	-
AUGUST	333.3	1457.6	48.3	7.2	2435	-	210.7	681.2	61.8	9.6	2898	-
SEPTEMBER			49.3	7.4	2409	-			62.9	10.5	2920	-
OCTOBER			50.4	8.2	2575	-			62.9	10.9	3013	-
NOVEMBER	340.5	1402.4					218.3	696.5				
DECEMBER												
1944												
JANUARY			52.4	8.8	2603	3101			65.4	10.5	2877	3272
FEBRUARY	336.4	1201.1					222.1	641.1				
MARCH												
APRIL			51.7	9.3	2507	3001			66.6	11.9	3105	3547

1/ Plants classified as in the 1939 Census of Manufactures.

2-44132 P36 bu

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 3 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Pre-War Industry 1/

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Industry 1731 - Construction and similar machinery (39 plants)						Industry 1733 - Mining machinery and equipment (5 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			27.2	.1	1345	1344			4.2	2/	208	207
AUGUST	104.5	398.1	28.2	.1	1420	1428	13.0	43.2	4.2	2/	210	208
SEPTEMBER			28.4	.3	1390	1402			4.2	2/	208	209
OCTOBER			28.4	.5	1408	1452			4.2	2/	212	209
NOVEMBER	109.1	391.7	28.7	.6	1452	1486	13.8	47.4	4.3	2/	213	208
DECEMBER			29.4	.8	1505	1554			4.3	2/	220	230
1943												
JANUARY			29.7	1.0	1548	1616			4.5	.1	222	237
FEBRUARY	116.3	400.7	30.2	1.0	1547	1627	16.4	39.4	4.6	.1	232	240
MARCH			30.5	1.2	1570	1655			4.6	.1	234	240
APRIL			30.5	1.4	1581	-			4.4	.1	228	-
MAY	121.8	403.6	31.2	1.8	1626	-	16.2	39.7	4.3	.1	219	-
JUNE			31.5	2.0	1614	-			4.3	.1	220	-
JULY			31.6	2.1	1572	-			4.3	.1	214	-
AUGUST	125.9	399.3	31.5	2.1	1635	-	14.8	38.9	4.4	.1	216	-
SEPTEMBER			31.9	2.1	1623	-			4.4	.1	219	-
OCTOBER			31.9	2.2	1600	-			4.3	.1	217	-
NOVEMBER	122.6	359.6					14.2	44.0				
DECEMBER												
1944												
JANUARY			31.8	2.3	1592	1742			4.3	.1	205	224
FEBRUARY	119.8	345.7					15.3	39.7				
MARCH												
APRIL			30.4	2.2	1482	1655			4.2	.1	202	208

1/ Plants classified as in the 1939 Census of Manufactures.

2/ Less than 0.1

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 3 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Pre-War Industry 1/

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Industry 1741 - Machine Tools (42 plants)						Industry 1749 - Metal working machinery and equipment, nec (24 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			82.8	2.6	4384	4208			20.7	1.2	1080	1138
AUGUST	262.3	872.8	84.1	3.1	4457	4383	69.9	294.7	21.5	1.3	1086	1154
SEPTEMBER			84.9	4.5	4502	4447			21.9	1.4	1059	1172
OCTOBER			86.5	6.3	4553	4515			21.9	1.4	1099	1197
NOVEMBER	288.9	740.1	87.2	7.9	4642	4630	72.2	284.6	22.1	1.6	1113	1215
DECEMBER			88.0	8.9	4694	4708			22.3	1.7	1134	1254
1943												
JANUARY			88.3	10.3	4697	4715			22.6	1.9	1136	1265
FEBRUARY	282.5	620.4	88.2	11.2	4683	4743	68.5	232.3	22.6	2.0	1151	1276
MARCH			88.3	12.3	4656	4756			22.6	2.2	1148	1273
APRIL			87.4	13.4	4445	-			22.3	2.4	1132	-
MAY	279.7	491.2	85.5	13.2	4343	-	70.3	244.8	22.2	2.5	1125	-
JUNE			83.7	13.1	4152	-			22.1	2.5	1107	-
JULY			82.6	13.1	4014	-			21.7	2.6	1034	-
AUGUST	229.5	357.4	78.0	12.2	3796	-	76.4	202.1	21.2	2.7	1057	-
SEPTEMBER			75.6	11.9	3745	-			20.8	2.8	1014	-
OCTOBER			73.3	11.7	3636	-			20.1	2.7	981	-
NOVEMBER	181.8	295.4					73.3	160.9				
DECEMBER												
1944												
JANUARY			65.6	10.0	3231	3707			18.6	2.6	901	1040
FEBRUARY	154.0	264.8					67.6	147.4				
MARCH												
APRIL			60.2	9.7	2936	3385			18.1	2.6	863	1018

1/ Plants classified as in the 1939 Census of Manufactures.

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WAR PRODUCTION BOARD

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 3 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Pre-War Industry 1/

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Industry 1760 - Measuring and dispensing pumps (8 plants)						Industry 1761 - Pumping equipment and air compressors (26 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			13.1	3.6	631	540			24.0	.4	1292	1349
AUGUST	31.4	153.3	13.7	3.9	687	601	74.9	504.5	24.8	.5	1322	1381
SEPTEMBER			14.5	4.5	698	623			24.8	.7	1279	1377
OCTOBER			14.8	4.9	720	638			23.9	1.0	1251	1313
NOVEMBER	39.1	144.5	14.6	5.0	709	635	77.5	548.3	24.2	1.3	1283	1375
DECEMBER			15.3	5.2	753	701			24.3	1.4	1256	1348
1943												
JANUARY			14.6	5.1	723	685			25.1	1.5	1320	1412
FEBRUARY	42.4	139.7	15.2	5.5	763	734	105.0	561.5	25.9	1.7	1369	1484
MARCH			14.9	5.4	743	721			26.4	1.8	1395	1503
APRIL			14.6	5.3	729	-			26.6	2.0	1418	-
MAY	38.2	131.1	14.3	5.1	725	-	106.8	508.5	27.1	2.1	1426	-
JUNE			14.1	5.0	707	-			27.4	2.4	1451	-
JULY			14.2	5.1	689	-			27.4	2.6	1389	-
AUGUST	34.5	129.1	13.4	4.7	666	-	120.5	456.0	27.8	2.8	1451	-
SEPTEMBER			13.6	4.8	687	-			28.5	2.9	1477	-
OCTOBER			14.2	5.1	714	-			30.0	3.0	1549	-
NOVEMBER	39.4	145.1					113.8	417.4				
DECEMBER												
1944												
JANUARY			14.2	5.2	709	760			31.3	3.7	1665	1876
FEBRUARY	38.1	120.7					116.1	393.0				
MARCH												
APRIL			14.1	5.4	676	727			30.2	3.6	1715	2035

1/ Plants classified as in the 1939 Census of Manufactures.

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 3 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Pre-War Industry 1/

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

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MONTH AND YEAR	Industry 1766 - Mechanical power-transmission equipment (26 plants)						Industry 1771 - Office and store machines (42 plants					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			55.7	12.0	2627	2475			41.6	9.8	1895	1852
AUGUST	101.0	393.3	56.8	12.7	2661	2516	71.0	427.4	39.8	9.8	1842	1827
SEPTEMBER			57.7	13.7	2728	2571			41.1	10.3	1899	2027
OCTOBER			58.2	14.5	2713	2594			41.7	11.1	1982	2029
NOVEMBER	106.0	431.3	58.5	15.6	2733	2654	81.6	487.0	43.2	12.6	2073	2156
DECEMBER			59.0	16.8	2798	2760			44.4	13.6	2160	2244
1943												
JANUARY			59.5	17.6	2761	2718			45.6	14.8	2140	2312
FEBRUARY	113.7	449.3	60.6	18.6	2825	2818	89.3	482.4	45.6	15.8	2296	2343
MARCH			61.7	19.5	2857	2872			46.4	16.3	2331	2423
APRIL			64.1	21.6	2964	-			48.8	17.5	2392	-
MAY	116.8	441.1	64.6	22.5	3012	-	89.9	473.0	47.5	17.4	2414	-
JUNE			64.5	22.9	3001	-			47.2	17.4	2412	-
JULY			63.6	22.7	2946	-			46.6	17.2	2353	-
AUGUST	120.4	440.2	63.7	22.6	2971	-	102.9	459.0	46.9	17.5	2358	-
SEPTEMBER			64.3	23.2	2974	-			47.8	17.9	2448	-
OCTOBER			65.4	24.0	3085	-			49.2	18.9	2593	-
NOVEMBER	123.3	396.4					113.2	342.8				
DECEMBER												
1944												
JANUARY			66.6	24.8	3048	3240			48.2	18.4	2402	2734
FEBRUARY	125.9	352.8					122.6	312.6				
MARCH												
APRIL			66.0	24.6	3057	3241			45.0	16.7	2186	2481

1/ Plants classified as in the 1939 Census of Manufacturers.

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 3 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Pre-War Industry 1/

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Industry 1783 - Sewing machines, domestic and industrial (9 plants)						Industry 1784 - Refrigerators and refrigeration machinery (26 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			9.1	1.6	460	457			36.8	3.3	1706	1822
AUGUST	23.7	91.2	9.1	1.8	461	462	98.6	627.2	39.1	3.6	1818	1933
SEPTEMBER			10.1	2.1	498	480			40.3	4.2	1833	2009
OCTOBER			10.4	2.4	525	514			41.7	5.1	1936	2125
NOVEMBER	28.0	98.2	10.8	2.7	553	538	110.4	783.5	43.8	6.5	2056	2257
DECEMBER			11.0	2.8	568	559			46.7	8.2	2223	2474
1943												
JANUARY			10.9	2.9	563	555			49.3	9.1	2308	2570
FEBRUARY	36.9	90.0	11.0	3.0	570	580	134.6	765.0	53.1	10.6	2512	2792
MARCH			10.7	3.0	554	568			55.4	12.9	2688	2977
APRIL			10.5	2.9	546	-			56.1	13.4	2625	-
MAY	27.5	76.0	10.5	3.0	552	-	164.0	767.7	56.2	13.7	2670	-
JUNE			10.5	3.1	549	-			56.4	14.0	2636	-
JULY			10.8	3.3	556	-			57.2	14.3	2682	-
AUGUST	24.9	70.6	10.1	3.0	528	-	161.4	737.7	58.4	15.0	2755	-
SEPTEMBER			10.7	3.1	555	-			59.2	15.3	2770	-
OCTOBER			10.7	3.1	560	-			59.6	15.2	2803	-
NOVEMBER	27.6	40.3					173.8	762.6				
DECEMBER												
1944												
JANUARY			10.1	2.9	523	579			56.5	13.3	2605	3065
FEBRUARY	21.4	39.5					175.1	661.3				
MARCH												
APRIL			9.4	2.6	487	539			52.7	12.0	2427	2943

1/ Plants classified as in the 1939 Census of Manufactures.

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 3 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Pre-War Industry 1/

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Industry 1810 - Motor vehicles and parts (225 plants)						Industry 1911 - Locomotives (5 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			454.5	26.5	20737	24747			25.4	0.1	1187	1248
AUGUST	1372.8	11137.0	468.0	29.9	21556	25869	129.5	1170.6	25.7	0.1	1234	1379
SEPTEMBER			494.1	34.6	21569	27496			26.6	0.1	1268	1429
OCTOBER			505.8	41.3	23322	28345			27.2	0.1	1305	1548
NOVEMBER	1651.6	10858.7	526.8	51.4	24381	29702	163.1	1088.6	26.9	0.1	1294	1547
DECEMBER			553.1	64.7	26066	32023			27.8	0.2	1367	1682
1943												
JANUARY			564.5	75.0	26465	32973			28.0	0.3	1405	1706
FEBRUARY	1821.8	10916.1	583.0	86.5	27388	34196	184.9	1068.1	28.1	0.5	1395	1705
MARCH			598.7	94.1	27865	34980			28.3	0.5	1369	1711
APRIL			612.6	106.3	28465	-			28.0	0.6	1284	-
MAY	2051.4	10873.5	621.1	114.1	28735	-	169.1	725.2	27.6	0.8	1328	-
JUNE			630.6	125.2	29180	-			28.1	0.9	1353	-
JULY			649.5	139.3	29002	-			28.8	1.0	1326	-
AUGUST	2292.8	11224.8	668.0	154.4	30941	-	166.6	778.7	28.6	1.1	1368	-
SEPTEMBER			689.8	167.3	31250	-			29.1	1.3	1342	-
OCTOBER			708.7	180.1	33498	-			30.2	1.6	1501	-
NOVEMBER	2427.5	10478.3					145.3	615.5				
DECEMBER												
1944												
JANUARY			714.8	246.3	33541	42971			31.2	2.8	1561	2040
FEBRUARY	2363.7	9203.8					123.1	499.5				
MARCH												
APRIL			678.6	230.2	31412	40183			30.3	2.0	1469	1928

1/ Plants classified as in the 1939 Census of Manufactures.

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 3 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Pre-War Industry 1/

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Industry 2011 - Professional and scientific instruments (14 plants)						Industry 2012 - Photographic apparatus, materials & projection equipment (7 plants)					
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			30.3	5.2	1437	1448			23.4	6.6	1035	965
AUGUST	91.7	841.4	31.9	5.9	1601	1471	53.2	271.8	24.2	7.0	1053	996
SEPTEMBER			34.0	7.2	1718	1645			25.5	7.8	1121	1049
OCTOBER			35.6	8.1	1824	1622			26.1	8.6	1169	1068
NOVEMBER	108.7	919.1	36.9	10.0	1875	1755	57.7	265.1	26.5	8.9	1206	1122
DECEMBER			38.9	11.8	1987	1839			27.0	9.5	1259	1174
1943												
JANUARY			39.7	12.9	2061	1943			28.1	10.2	1298	1209
FEBRUARY	141.0	1032.6	41.7	14.8	2179	2060	63.0	248.2	28.8	11.1	1339	1255
MARCH			43.6	16.2	2323	2193			29.7	11.7	1379	1298
APRIL			46.3	17.6	2384	-			30.4	12.0	1416	-
MAY	145.8	885.5	46.3	18.2	2428	-	77.5	247.0	30.7	12.4	1425	-
JUNE			47.3	18.9	2458	-			31.4	12.8	1459	-
JULY			46.3	18.3	2373	-			31.5	13.3	1478	-
AUGUST	161.2	750.9	46.9	19.6	2336	-	76.6	213.2	31.5	13.3	1463	-
SEPTEMBER			46.5	19.9	2341	-			31.6	13.3	1462	-
OCTOBER			45.7	19.6	2353	-			31.8	13.3	1517	-
NOVEMBER	145.4	713.0					79.8	173.2				
DECEMBER												
1944												
JANUARY			43.8	17.8	2042	2145			31.2	12.8	1365	1358
FEBRUARY	146.6	660.9					75.9	152.8				
MARCH												
APRIL			38.2	15.9	1940	2144			30.5	12.8	1386	1400

1/ Plants classified as in the 1939 Census of Manufactures.

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 3 - SHIPMENTS, UNFILLED ORDERS AND LABOR DATA

CLASSIFIED BY Pre-War Industry 1/

(Values in millions of dollars; wage earners, manhours and payrolls in thousands)

MONTH AND YEAR	Industry 2096 - Fire extinguishers, chemical (3 plants)											
	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK	VALUE OF SHIPMENTS	VALUE OF UNFILLED ORDERS AT END OF QUARTER	NUMBER OF WAGE EARNERS		TOTAL MANHOURS WORKED IN WEEK	AMOUNT OF PAYROLL FOR WEEK
			TOTAL	FEMALE					TOTAL	FEMALE		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)	(l)	(m)
1942												
JULY			3.8	.6	159	152						
AUGUST	13.7	62.2	4.0	.6	172	165						
SEPTEMBER			4.1	.7	181	178						
OCTOBER			4.2	.7	199	186						
NOVEMBER	14.6	63.0	4.3	.7	199	187						
DECEMBER			4.3	.7	199	187						
1943												
JANUARY			4.5	.8	203	198						
FEBRUARY	16.8	54.4	4.8	.8	211	212						
MARCH			5.0	.9	225	227						
APRIL			5.0	1.4	229	-						
MAY	18.5	52.6	5.1	1.5	231	-						
JUNE			5.1	1.6	224	-						
JULY			4.8	1.3	229	-						
AUGUST	18.0	46.7	4.5	.9	211	-						
SEPTEMBER			4.5	1.4	206	-						
OCTOBER			4.4	1.4	204	-						
NOVEMBER	18.8	43.0										
DECEMBER												
1944												
JANUARY			4.6	1.5	206	221						
FEBRUARY	15.8	38.2										
MARCH												
APRIL			4.2	1.4	200	214						

1/ Plants classified as in the 1939 Census of Manufactures.

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SUMMARY STATISTICS FOR LARGE PLANTS IN METAL PRODUCTS INDUSTRIES

TABLE 4 - QUARTERLY SHIPMENTS FOR PRE-WAR INDUSTRIES ANALYZED BY CLASS OF PRODUCT

(Values in millions of dollars)

Class of Product	Total July '42-March '44	1942		1943				1944
		3rd Quarter	4th Quarter	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	1st Quarter
Industry 1461 - Enameled-iron sanitary ware and other plumbers' supplies (93 plants)								
Total, All Products	275.6	35.5	37.6	37.7	38.5	40.1	42.4	43.8
Plumbers' specialties	40.9	7.8	6.8	6.3	5.7	4.8	4.6	4.9
Ammunition, 20mm and above	29.4	3.6	5.5	5.4	3.9	3.2	3.3	4.5
Valves and fittings	23.5	3.0	3.2	3.1	3.6	3.6	3.6	3.4
Sanitary ware	20.4	5.9	3.3	2.5	2.1	2.1	2.0	2.5
Magnesium alloy semi-finished products	16.5	.0	.5	2.1	2.8	2.9	4.1	4.1
Internal combustion power generators	14.5	1.7	2.1	2.0	2.1	2.2	2.3	2.1
Hot water heaters	12.3	1.3	1.4	1.6	1.7	1.9	2.1	2.3
Ship equipment and parts	8.3	.6	1.1	1.1	1.4	2.0	1.1	1.0
Aircraft and parts	7.7	.4	.6	.8	1.1	1.5	1.7	1.6
Bombs, depth charges, mines & torpedoes	7.5	.3	1.0	1.1	1.1	1.2	1.5	1.3
Marine engines (except steam)	6.3	.7	1.1	.7	.9	.8	.8	1.3
Machine shop products, nec	5.9	.7	.9	.8	.5	.7	1.5	.8
Auxiliary vessels	5.1	.4	.5	.1	.4	1.0	1.4	1.3
Metal tanks	5.0	.5	.6	.7	.8	.7	.8	.9
Aircraft engines and parts	4.4	.1	.2	.4	.4	.5	1.2	1.6
Electric wiring devices and conduits	4.2	.4	.5	.9	.7	.7	.5	.5
Weapons, nec	4.2	.0	.2	.1	.1	1.3	1.1	1.4
Metal ammunition boxes and chests	4.2	1.0	1.0	.9	.6	.3	.2	.2
Aircraft accessories	4.0	.5	.6	.6	.7	.5	.7	.4
Fabricated pipe	3.3	.1	.2	.3	.9	1.1	.4	.3
Small arms, under 20mm	3.2	.1	.3	.5	.5	.5	.5	.8
Fire control equipment	3.1	.6	.4	.5	.6	.6	.3	.1
Guns and mounts, 20mm and above	3.0	.4	.5	.4	.4	.4	.6	.3
Fabricated steel plates & related prod.	2.9	.6	.3	.4	.4	.4	.4	.4
Iron foundry products	2.9	.3	.3	.3	.4	.4	.4	.8
Nonferrous metal products, nec	2.9	1.0	.6	.3	.2	.2	.3	.3

TABLE 4 - Continued

Class of Product	Total July '42 March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 1461 - Enameled-iron sanitary ware and other plumbers' supplies - Cont'd.								
Hardware, builders'	2.5	.6	.5	.3	.3	.3	.3	.2
Combat tanks and parts	2.3	.3	.2	.2	.4	.4	.4	.4
Copper and semi-finished products (except castings)	1.9	.0	.0	.0	.0	.7	1.2	.0
Nonferrous metal foundry products (except aluminum and magnesium)	1.8	.3	.3	.3	.3	.2	.2	.2
All other	21.5	2.3	2.9	3.0	3.5	3.0	2.9	3.9
Industry 1466 - Steam fittings (19 plants)								
Total, All Products	550.5	60.7	76.6	80.6	88.2	83.0	80.4	81.0
Valves and fittings	274.0	34.8	37.7	39.3	42.2	40.4	41.0	38.6
Fire control equipment	74.5	4.8	12.9	13.3	15.6	12.0	8.1	7.8
Aircraft instruments	50.5	3.1	4.4	6.2	8.2	9.5	9.6	9.5
Thermostats and other temperature control devices	27.9	2.6	3.2	3.3	3.8	4.3	4.4	6.3
Ammunition, 20mm and above	24.7	3.1	4.5	4.0	3.3	2.2	3.0	4.6
Industrial control & indicating instr.	24.1	2.9	3.4	3.5	3.6	3.7	3.7	3.3
Machine tools	11.5	1.9	2.2	2.1	1.9	1.4	1.0	1.0
Fabricated pipe	10.3	2.0	2.5	2.1	.9	1.0	.9	.9
Metal cutting tools (except hand)	9.5	1.3	1.4	1.6	1.5	1.2	1.3	1.2
Optical instruments and lenses	6.2	.7	.8	.7	1.4	.9	.8	.9
Plumbers' specialties	5.1	.6	.5	.7	.9	.9	.9	.6
Steel foundry products	5.1	.5	.6	.6	.7	.7	1.0	1.0
Textile machinery	3.7	.6	.5	.5	.5	.4	.6	.6
Machine shop products, nec.	2.8	.1	.1	.2	.3	.6	.7	.8
Aircraft and parts	2.7	.2	.2	.4	.4	.5	.6	.4
Hot water heaters	2.4	.3	.3	.3	.3	.4	.4	.4
All other	15.5	1.2	1.4	1.8	2.7	2.9	2.4	3.1

TABLE 4 - Continued

Class of Product	Total July '42-March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 1498 - Safes and vaults (5 plants)								
Total, All Products	123.9	18.4	22.5	20.7	18.7	17.1	15.1	11.4
Armored, scout, half-track vehicles; parts	52.2	6.4	8.9	9.6	8.5	7.7	7.5	3.6
Guns and mounts, 20mm and above	24.8	5.3	6.1	4.3	3.1	2.2	1.9	1.9
Aircraft and parts	11.4	.8	.9	1.5	1.8	2.3	2.2	1.9
Ammunition, 20mm and above	8.3	2.0	1.7	1.1	1.1	1.3	.8	.3
Bombs, depth charges, mines & torpedoes	7.9	1.1	1.2	1.1	1.5	1.4	.7	.9
Metal furniture	6.0	1.2	1.2	1.0	.5	.5	.6	1.0
Machine shop products, nec.	5.6	1.0	1.0	1.1	.8	.7	.5	.5
Weapons, nec	4.6	.4	.6	.5	.9	.8	.7	.7
Combat tanks and parts	2.4	.2	.9	.4	.3	.2	.2	.2
All other	.7	.0	.0	.1	.2	.0	0	.4
Industry 1561 - Silverware and plated ware (6 plants)								
Total, All Products	120.0	14.0	13.4	14.2	18.0	19.2	20.7	20.5
Silverware	46.9	9.3	6.3	5.4	5.8	6.0	7.0	7.1
Ammunition, small arms below 20mm	12.3	.9	1.5	2.8	3.2	2.9	.7	.3
Electroplating, plating, polishing	9.1	.2	.3	.4	1.1	2.0	2.1	3.0
Copper & semi-finished products (except castings)	8.2	.3	.7	.7	1.0	.9	2.6	2.0
Ammunition, 20mm and above	7.2	.8	1.3	.1	.1	1.3	1.9	1.7
Hardware, transportation equipment	5.9	.2	.7	1.1	1.6	1.2	.6	.5
Surgical, medical & dental instr. & eq.	5.7	.6	.6	.9	1.2	.7	.7	1.0
Machine guns, under 20mm	5.1	.0	.1	.4	.7	1.3	1.4	1.2
Bombs, depth charges, mines & torpedoes	5.0	.3	.4	.5	.7	.6	.9	1.6
Cutlery	3.0	.4	.5	.2	.5	.4	.4	.6
Small arms, under 20mm	2.8	.3	.3	.4	.5	.4	.6	.3
Bolts, nuts, washers, rivets, screws	2.0	.0	.1	.3	.6	.7	.3	.0
Bearings, other	1.4	.1	.0	.0	.0	.0	.7	.6
All other	5.4	.6	.6	1.0	1.0	.8	.8	.6

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TABLE 4 - Continued

Class of Product	Total July '42-March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 1592 - Aluminum ware; kitchen, hospital and household (17 plants)								
Total, All Products	94.4	11.3	13.6	14.2	13.7	12.9	13.7	15.0
Ammunition, 20mm and above	33.7	3.9	5.8	6.1	5.3	4.2	4.2	4.2
Aircraft and parts	11.3	1.0	1.5	1.3	1.8	1.4	1.7	2.6
Kitchen, household & other misc. articles	7.8	1.5	.8	.9	.8	1.1	1.5	1.2
Aircraft accessories	6.9	.5	.7	.9	1.1	1.1	1.5	1.1
Aluminum and semi-finished products	5.4	.5	.8	.8	.8	.9	.8	.8
Bombs, depth charges, mines & torpedoes	5.3	.1	.3	.4	.7	.6	1.2	2.0
Radio and radar equipment	5.0	.6	.5	.6	.7	1.0	.7	.9
Commercial cooking equipment, (exc. elec)	3.7	1.1	1.0	.5	.3	.4	.3	.1
Commercial food serving fixtures & equip.	2.6	.0	.2	.3	.6	.5	.4	.6
Metal ammunition boxes and chests	2.6	.7	.5	.5	.5	.2	.0	.2
Pyrotechnics	2.0	.2	.4	.6	.2	.2	.2	.2
Ship equipment and parts	1.5	.2	.2	.3	.3	.3	.2	.0
All other	6.6	1.0	.9	1.0	.6	1.0	1.0	1.1
Industry 1613 - Electrical measuring instruments 94 plants)								
Total, All Products	159.8	16.6	20.8	20.5	23.8	24.7	27.7	25.7
Instruments for measuring electricity	106.1	12.0	14.2	14.3	16.7	16.2	18.4	14.3
Aircraft instruments	30.6	3.1	4.4	3.3	4.1	5.2	5.2	5.3
Radio and radar equipment	13.9	.7	1.3	1.5	1.3	1.7	2.7	4.7
Switch gear, circuit breakers and motor control equipment	5.9	.5	.6	.7	1.0	1.0	1.1	1.0
Electronic tubes	1.4	.1	.2	.2	.2	.2	.3	.2
All other	1.9	.2	.1	.5	.5	.4	.0	.2

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TABLE 4 - Continued

Class of Product	Total July '42-March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 1619 - Electrical generating and distributing apparatus (55 plants)								
Total, All Products	3100.3	343.8	433.4	414.8	479.1	479.2	497.1	452.9
Motors and generators	801.1	92.4	106.7	105.5	126.5	125.6	122.6	121.8
Switch gear, circuit breakers, and motor control equipment	617.5	73.1	91.0	84.1	96.3	91.1	95.6	86.3
Radio and radar equipment	289.7	21.2	32.8	34.8	43.9	49.8	59.6	47.6
Steam and gas turbines (marine)	150.6	18.7	24.3	20.6	21.7	21.1	23.7	20.5
Aircraft engines and parts	146.6	16.4	20.1	17.1	21.9	21.6	26.1	23.4
Fire control equipment	140.8	16.4	22.3	18.5	21.3	21.2	23.7	17.4
Power and distribution transformers	130.9	25.0	28.2	19.4	15.6	16.0	12.7	14.0
Internal combustion power generators	118.2	11.1	14.3	20.7	19.8	17.5	18.3	16.5
Electric industrial equipment, nec	86.6	10.4	12.3	10.8	13.9	14.0	12.2	13.0
Aircraft instruments	69.3	4.5	7.3	10.2	11.7	12.9	13.3	9.4
Electric furnaces	50.5	7.8	8.4	9.1	8.1	7.2	4.8	5.1
Electric welding apparatus	38.3	6.3	6.7	5.8	6.6	6.0	4.1	2.8
Navigation instruments	37.6	1.9	3.6	2.6	6.4	6.7	8.6	7.8
Electronic tubes	35.0	.8	2.8	4.1	5.0	5.8	7.2	9.3
Electric apparatus for internal combustion engines	33.8	3.8	3.8	4.9	5.4	5.5	4.7	5.7
Steam engines and turbine generators	33.0	3.1	4.0	5.1	4.7	6.8	5.5	3.8
Motor vehicle parts (except combat)	32.7	3.8	3.4	3.7	4.6	5.2	5.9	6.1
Anti-aircraft searchlights	30.9	1.0	7.7	4.8	5.4	3.0	5.5	3.5
Insulated wire and cable	27.4	3.2	3.5	3.9	4.5	4.2	4.4	3.7
Power capacitors - static condensers	22.0	2.5	3.0	2.8	3.5	3.4	3.4	3.4
Bombs, depth charges, mines & torpedoes	20.5	.1	.8	.8	3.0	5.6	6.2	4.0
Welding electrodes and rods	18.9	1.9	2.2	2.6	3.4	3.2	3.1	2.5
Mechanical power transmission equip.	18.7	2.7	2.5	1.9	3.1	2.7	3.0	2.8
Guns and mounts, 20mm and above	16.1	1.0	1.9	1.7	2.1	2.5	3.6	3.3
Fabricated products, nec	14.2	1.1	1.5	1.8	2.2	2.6	2.4	2.6
Safety equip. & civilian defense items	12.5	1.4	2.6	2.3	1.2	1.9	1.9	1.2

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TABLE 4 - Continued

Class of Product	Total July '42-March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 1619 - Electrical generating and distributing apparatus - Cont'd.								
Aircraft accessories	12.1	.0	.7	2.8	3.7	3.3	1.0	.6
Fluorescent lighting fixtures	11.2	1.6	1.8	1.6	1.8	1.4	1.4	1.6
Screw machine products, nec	9.5	1.2	1.5	1.4	1.4	1.4	1.4	1.2
Metal-cutting tools (except hand)	7.3	1.0	1.2	1.1	1.1	1.0	1.0	.9
Nonferrous metals & alloys (unfabricated)	6.8	.0	1.7	1.5	1.2	.9	.7	.8
Telephone & telegraph equipment	6.0	1.0	.6	.3	.9	.9	1.0	1.3
Electric wiring devices and conduits	5.8	.8	1.1	.7	.8	.7	.8	.9
Ammunition, 20mm and above	5.5	1.4	1.2	.9	.6	.5	.5	.4
Mechanical drive turbines	4.2	.4	.5	.5	.6	.8	.7	.7
Searchlights, floodlights, and spot-lights (except AA)	4.0	.9	.9	.6	.6	.4	.3	.3
Fuses	3.8	.6	.6	.5	.5	.6	.5	.5
Power driven pumps (except farm)	3.5	.3	.4	.4	.4	.4	.4	1.2
Cranes, hoists, winches and derricks	3.2	.4	.6	.5	.5	.4	.4	.4
Thermostats and other temperature control devices	3.0	.1	.1	.1	.4	.8	.8	.7
All other	21.0	2.5	2.8	2.3	2.8	2.6	4.1	3.9
Industry 1620 - Electrical Appliances (41 plants)								
Total, All Products	252.8	24.3	27.9	32.4	39.1	44.6	41.8	41.6
Ammunition, 20mm and above	33.0	4.0	5.2	4.7	4.5	5.0	4.9	4.7
Motors and generators	28.0	.7	1.9	3.6	5.3	6.0	5.1	5.4
Electric appliances	27.0	6.3	4.2	3.0	2.9	3.1	3.5	4.0
Bombs, depth charges, mines & torpedoes	23.9	2.1	2.7	3.2	3.5	5.8	3.4	3.2
Ammunition, small arms below 20mm	19.5	.8	1.3	3.3	3.7	3.8	4.0	2.6
Aircraft accessories	15.8	.3	.9	1.4	2.1	3.9	3.8	3.4
Fire control equipment	11.8	.1	.6	1.8	3.3	2.2	1.9	1.9
Electric industrial equipment, nec	10.2	.2	.7	1.0	1.5	2.3	1.8	2.7
Aircraft and parts	8.5	.4	.5	1.0	1.3	1.4	2.0	1.9
Guns and mounts, 20mm and above	5.3	.3	.6	.7	1.0	1.1	1.0	.6

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TABLE 4 - Continued

Class of Product	Total July '42-March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 1620 - Elecrtical appliances - Cont'd.								
Weapons, nec	5.2	1.1	.7	.8	.9	.5	.4	.8
Aircraft instruments	4.7	.4	.1	.2	.4	.6	1.4	1.6
Kitchen, household & other misc. articles	3.4	.3	.3	.2	.4	.6	.8	.8
Hand tools	3.1	.4	.5	.4	.5	.4	.4	.5
Safety equip. & civilian defense items	3.0	.4	.7	.4	.3	.3	.1	.8
Bolts, nuts, washers, rivets & screws	3.0	.0	.0	.0	.5	1.2	1.2	.1
Hardware, nec	3.0	.5	.6	.5	.4	.3	.3	.4
Aircraft engines & parts	2.7	.0	.1	.2	.5	.6	.7	.6
Radio and radar equipment	2.6	.3	.5	.5	.2	.2	.4	.5
Blowers and fans	2.5	.5	.3	.3	.4	.5	.2	.3
Metal ammunition boxes and chests	2.5	.9	.5	.4	.3	.2	.1	.1
Ship equipment and parts	2.3	.1	.2	.4	.6	.6	.2	.2
Electric furnaces	2.3	.6	.4	.2	.4	.2	.2	.3
Cutlery	1.9	.5	.3	.3	.2	.2	.2	.2
Pyrotechnics	1.7	.2	.5	.5	.1	.1	.2	.1
Barn-yard, poultry, irrigation equipment farm pumps, elevators	1.7	.3	.2	.3	.2	.1	.2	.4
Navigation instruments	1.6	.1	.2	.2	.4	.2	.2	.3
Machine shop products, nec.	1.5	.3	.2	.2	.2	.2	.2	.2
Switch gear, circuit breakers and motor control equipment	1.5	.2	.2	.2	.2	.2	.3	.2
Machine guns, under 20mm	1.5	.1	.2	.1	.2	.1	.4	.4
All other	16.8	1.9	2.6	2.4	2.7	2.7	2.3	2.4
Industry 1630 - Insulated wire and cable (7 plants)								
Total, All Products	490.2	52.7	58.6	72.7	71.2	69.3	89.9	75.8
Radio and radar equipment	169.4	12.2	16.9	32.9	22.7	22.3	37.5	24.9
Insulated wire and cable	132.5	21.6	18.5	16.8	20.2	18.1	18.8	18.5
Electric wiring devices and conduits	76.5	9.1	9.7	11.6	11.7	12.3	11.8	10.3
Telephone and telegraph equipment	27.9	1.4	2.6	2.8	4.0	5.0	6.1	6.0
Aircraft instruments	24.2	1.8	2.5	1.4	2.0	2.8	5.2	8.5

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TABLE 4 - Continued

Class of Product	Total July '42-March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 1630 - Insulated wire and cable - Cont'd.								
Electric apparatus for internal combustion engines	11.2	1.7	1.9	2.0	1.6	1.3	1.5	1.2
Motors and generators	8.6	.5	1.2	1.2	1.7	1.5	1.6	.9
Guns and mounts, 20mm and above	7.9	.6	1.2	.4	.4	.3	3.0	2.0
Fire control equipment	7.1	.6	1.4	1.2	1.2	1.0	.9	.8
Anti-aircraft searchlights	6.3	.0	.1	.3	2.6	1.7	1.1	.5
Rubber working machinery	2.9	.1	.2	.4	1.1	.8	.1	.2
Blowers and fans	2.6	.4	.3	.3	.3	.4	.5	.4
Fluorescent lighting fixtures	2.5	.2	.3	.3	.3	.4	.5	.5
Incandescent lighting fixtures	1.9	.4	.5	.2	.2	.2	.3	.1
Lighting equipment, nec	1.6	.0	.2	.2	.3	.2	.3	.4
Switch gear, circuit breakers and motor control equipment	1.5	.3	.4	.3	.2	.1	.1	.1
All other	5.6	1.8	.7	.4	.7	.9	.6	.5
Industry 1640 - Automotive electrical equipment (20 plants)								
Total, All Products	780.2	71.7	93.9	111.6	113.6	121.0	134.8	133.6
Electric apparatus for internal combustion engines	600.7	57.4	75.0	83.3	85.9	91.6	103.4	104.1
Machine guns under 20mm	65.8	8.7	10.3	13.0	8.9	8.4	9.2	7.3
Aircraft instruments	61.0	.2	1.3	7.2	11.2	13.4	14.9	12.8
Ammunition, 20mm and above	15.5	2.2	1.8	2.6	2.3	2.3	1.9	2.4
Diesel engines and accessories	13.1	1.6	1.7	1.7	2.1	2.0	1.9	2.1
Bearings, other	9.8	.8	1.0	1.3	1.5	1.4	1.7	2.1
Combat tanks and parts	6.4	.0	1.5	1.6	1.0	1.0	.7	.6
Marine engines (except steam)	4.9	.0	1.0	.7	.6	.7	.8	1.1
Switch gear, circuit breakers and motor control equipment	1.6	.5	.2	.1	.1	.1	.3	.3
All other	1.4	.3	.1	.1	.0	.1	.0	.8

TABLE 4 - Continued

Class of Product	Total July '42-March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 1661 - Radios, radio tubes, and phonographs (34 plants)								
Total, All Products	1867.5	142.6	211.2	253.8	280.1	302.1	323.6	354.1
Radio and radar equipment	1563.5	109.2	167.2	208.4	233.6	258.7	280.6	305.8
Electronic tubes	143.3	17.7	25.7	24.7	21.8	19.2	16.8	17.4
Communication equipment, nec	36.2	3.1	3.4	3.9	5.4	6.2	6.3	7.9
Fire control equipment	26.3	1.9	2.0	3.7	6.5	3.7	3.8	4.7
Fabricated products, nec	25.5	3.4	4.5	2.9	2.7	3.2	4.3	4.5
Telephone & telegraph equipment	13.4	1.4	1.9	2.3	1.5	1.9	1.9	2.5
Small arms, under 20mm	12.8	.0	.1	.5	.6	2.3	4.2	5.1
Aircraft accessories	11.7	2.5	2.5	3.0	1.2	.8	1.0	.7
X-ray equipment	8.6	.6	.8	.6	1.4	2.0	1.4	1.8
Switch gear, circuit breakers and motor control equipment	7.9	.9	1.2	1.2	2.0	.9	.7	1.0
Aircraft instruments	4.5	.2	.7	.8	.9	.4	.7	.8
Motors and generators	4.0	.2	.1	.1	.8	1.1	.9	.8
All other	9.8	1.5	1.1	1.7	1.7	1.7	1.0	1.1
Industry 1662 - Communication equipment (23 plants)								
Total, All Products	1686.8	177.3	245.6	223.1	226.7	247.4	284.2	282.5
Radio and radar equipment	929.5	95.2	173.4	141.2	117.8	125.3	139.8	136.8
Telephone and telegraph equipment	321.3	43.4	25.0	30.6	44.9	49.3	63.0	65.1
Electric wiring devices and conduits	79.4	7.9	7.9	9.9	13.4	14.2	12.8	13.3
Electric apparatus for internal combustion engines	54.7	5.4	7.9	6.9	7.8	7.8	8.1	10.8
Guns and mounts, 20mm and above	54.1	1.1	1.5	3.7	7.3	10.6	15.2	14.7
Electric sound-signalling devices	48.9	3.4	5.0	5.8	7.7	8.7	9.2	9.1
Railroad signals and related accessories	31.6	4.2	4.3	3.2	4.4	4.2	5.7	5.6
Insulated wire and cable	25.6	3.8	5.6	3.2	4.1	2.9	2.9	3.1
Ammunition, 20mm and above	20.6	2.7	3.2	4.5	2.1	2.5	2.3	3.3
Bombs, depth charges, mines & torpedoes	18.5	.0	.4	1.2	2.8	5.9	5.9	2.3

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TABLE 4 - Continued

Class of Product	Total July '42-March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 1662 - Communication equipment - Cont'd.								
Fire control equipment	14.9	.6	.9	1.8	2.3	2.9	3.4	3.0
Aircraft propellers and parts	12.1	1.7	1.5	1.7	1.6	1.9	2.0	1.7
Bearings, other	11.7	.8	.9	1.1	1.3	1.7	2.8	3.1
Switch gear, circuit breakers and motor control equipment	10.7	1.3	1.3	1.5	1.9	1.6	1.6	1.5
Aircraft accessories	9.0	1.3	1.4	1.8	1.4	.9	1.1	1.1
Aircraft and parts	6.5	.7	.7	.6	.7	.7	2.1	1.0
Small arms, under 20mm	5.8	.0	.2	.6	1.1	1.4	1.2	1.3
Alarm and signal systems, protective	5.2	.9	1.0	.8	.6	.7	.6	.6
Electric industrial equipment, nec	4.0	.3	.5	.5	.5	.6	.6	1.0
All other	22.7	2.6	3.0	2.5	3.0	3.6	3.9	4.1
Industry 1699 - Electrical products, nec (8 plants)								
Total, All Products	313.1	28.1	47.8	54.5	58.1	60.9	32.9	30.8
Electric apparatus for internal combustion engines	195.5	17.2	32.0	37.1	38.7	38.8	18.1	13.6
Aircraft instruments	41.8	3.8	7.1	7.1	6.3	9.1	4.0	4.4
Welding electrodes and rods	18.5	2.0	2.6	3.2	3.1	2.4	2.7	2.5
Electronic tubes	11.8	.1	.3	.9	1.5	2.4	3.0	3.6
Aluminum and semifinished products	11.6	1.6	.9	1.6	2.0	2.3	1.0	2.2
General industrial machinery, nec	10.4	.8	1.8	1.7	2.9	1.9	.6	.7
Industrial control and indicating instr.	7.2	.7	1.1	1.2	1.2	1.3	.7	1.0
Fabricated products, nec	6.6	1.0	1.0	1.0	.9	.8	1.0	.9
Surgical, medical and dental appliances and supplies	4.0	.4	.4	.5	.7	.6	.7	.7
Intercommunication equipment	2.6	.4	.4	.1	.4	.6	.4	.3
Telephone and telegraph equipment	2.2	.0	.1	.0	.2	.5	.7	.7
All other	.9	.1	.1	.1	.2	.2	.0	.2

TABLE 4 - Continued

Class of Product	Total July '42-March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 1711 - Steam engines, turbines and water wheels (5 plants)								
Total, All Products	295.2	27.9	39.1	42.5	43.9	42.9	48.1	50.8
Steam and gas turbines (marine)	115.4	8.7	11.9	14.1	17.4	16.7	21.1	25.5
Steam engines and turbine generators	41.8	4.3	5.1	7.7	6.0	7.0	5.6	6.1
Ship equipment and parts	27.5	3.8	4.4	5.1	4.1	4.0	3.3	2.8
Blowers and fans	20.0	1.5	3.1	3.1	3.1	2.9	3.5	2.8
Machine tools	15.5	2.2	2.3	2.4	2.5	2.1	2.6	1.4
Steam condensers	15.3	1.3	1.8	1.7	2.1	1.9	3.0	3.5
Mechanical drive turbines	13.7	.9	1.5	2.9	1.9	1.9	2.4	2.2
Steam and gas turbines (land)	11.3	1.0	1.8	.4	2.2	2.6	2.2	1.1
Heat exchangers	10.2	1.9	2.6	1.7	1.2	1.2	.7	.9
Steam engines	10.0	.6	2.8	1.1	.8	.6	1.2	2.9
Industrial control and indicating instr.	3.9	.3	.4	.5	.8	.7	.7	.5
Hydro turbines	3.8	.7	.5	.7	.7	.5	.6	.1
Valves and fittings	3.3	.4	.5	.5	.6	.4	.4	.5
All other	3.5	.3	.4	.6	.5	.4	.8	.5
Industry 1712 - Internal combustion engines (29 plants)								
Total, All Products	2077.5	192.7	247.2	291.0	336.4	333.3	340.5	336.4
Marine engines (except steam)	1308.8	100.3	139.8	181.4	215.7	220.6	222.4	228.6
Diesel engines and accessories	247.4	30.7	43.3	36.7	42.4	34.2	32.2	27.9
Internal combustion engines and accessories	226.2	26.3	25.6	28.8	34.4	36.6	38.0	36.5
Internal combustion power generators	62.6	6.6	10.0	11.0	8.8	8.5	9.3	8.4
Power driven pumps (except farm)	36.5	4.9	5.1	5.2	5.2	4.7	5.6	5.8
Compressors and vacuum pumps	32.3	3.7	3.9	4.4	4.8	5.5	5.2	4.8
Aircraft instruments	25.0	3.6	4.8	5.0	5.3	2.8	1.2	2.3
Motor vehicle parts (except combat)	22.9	1.0	.9	2.1	2.0	2.5	6.7	7.7
Weapons, nec	20.1	2.7	2.0	3.1	2.9	3.7	3.5	2.2

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TABLE 4 - Continued

Class of Product	Total July '42-March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 1712 - Internal combustion engines - Cont'd.								
Steam engines	19.1	.5	.6	3.5	4.2	4.3	4.5	1.5
Electric apparatus for internal combustion engines	17.8	1.2	1.2	1.6	2.4	2.5	4.3	4.6
Ship equipment and parts	11.2	1.9	1.7	1.7	1.6	1.4	1.6	1.3
Motors and generators	7.1	1.1	1.3	1.0	.9	.9	1.0	.9
Ore milling equipment	6.5	.9	.9	.9	1.0	1.0	1.0	.8
Bombs, depth charges, mines & torpedoes	6.1	3.0	1.8	.6	.5	.2	.0	.0
Iron foundry products	4.4	.6	.5	.6	.8	.7	.6	.6
Machine shop products, nec	3.7	.7	.5	.6	.7	.8	.2	.2
Aircraft engines and parts	3.7	.9	.9	.8	.2	.3	.5	.1
Construction & similar machinery, nec	3.4	.3	.4	.5	.6	.5	.6	.5
All other	12.7	1.8	2.0	1.5	2.0	1.6	2.7	1.7
Industry 1721 - Tractors (17 plants)								
Total, All Products	1287.2	146.9	146.2	156.9	186.1	210.7	218.3	222.1
Tractors, track laying	522.7	54.1	59.4	59.2	71.7	92.1	93.7	92.5
Tractors, wheel type	199.1	23.0	15.4	15.8	24.0	28.4	41.2	51.3
Combat tanks and parts	90.4	13.5	15.3	18.0	17.9	15.2	6.3	4.2
Industrial trucks and tractors	77.4	5.9	7.4	9.0	9.7	13.2	14.9	17.3
Motors and generators	45.9	6.5	4.5	7.6	7.8	6.3	8.3	4.9
Diesel engines and accessories	45.1	7.0	6.7	6.8	6.2	5.6	5.7	7.1
Steam and gas turbines (marine)	44.7	6.8	6.7	6.4	8.1	4.6	6.0	6.1
Guns and mounts, 20mm and above	32.1	4.9	3.5	4.5	5.0	5.2	6.3	2.7
Cranes, hoists, winches and derricks	19.7	1.7	2.9	3.7	3.6	1.9	3.2	2.7
Scrapers, maintainers, and graders	17.7	2.9	1.6	1.2	2.3	2.8	3.5	3.4
Mechanical power transmission equip.	17.1	2.7	2.2	2.3	2.3	3.7	2.0	1.9
Steam condensers	16.7	1.7	1.7	2.5	1.8	2.6	2.5	3.9
Internal combustion power generators	16.1	3.2	3.6	2.5	2.1	1.5	1.5	1.7
Ammunition, 20mm and above	12.3	1.5	1.7	1.9	2.2	1.8	1.6	1.6
Bombs, depth charges, mines & torpedoes	11.0	.0	.2	1.2	2.3	2.4	3.0	1.9
Farm wagons & trucks, dairy equip. etc.	10.5	1.5	3.0	1.4	2.1	1.7	.4	.4

TABLE 4 - Continued

Class of Product	Total July '42-March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 1721 - Tractors - Continued								
Internal combustion engines & accessories	8.3	.4	1.0	1.3	1.5	1.6	1.1	1.4
Power and distribution transformers	8.1	.6	.4	.8	.8	4.8	.4	.3
Ore milling equipment	8.1	1.0	1.2	1.6	1.5	1.3	.8	.7
Steam and gas turbines (land)	7.0	.6	.6	.8	1.9	1.7	.8	.6
Power driven pumps, (except farm)	6.5	.8	.9	.8	1.1	.9	.9	1.1
Ship equipment and parts	6.3	.3	.4	.1	.2	.9	1.7	2.7
Electric industrial equipment, nec	5.9	.8	.6	.9	1.2	.6	1.1	.7
Armored, scout, half-track vehicles; parts	5.8	.2	.3	.4	.7	1.0	1.7	1.5
Switch gear, circuit breakers, and motor control equipment	5.8	1.4	1.0	.7	.8	.9	.6	.4
Motor vehicle parts, (except combat)	5.4	.0	.0	.5	1.5	1.5	.9	1.0
Aircraft and parts	2.9	.0	.0	.1	.3	.5	1.0	1.0
Aircraft engines and parts	2.0	.0	.0	.0	.0	.0	.0	2.0
All other	36.6	3.9	4.0	4.9	5.5	6.0	7.2	5.1
Industry 1731 - Construction and similar machinery (39 plants)								
Total, All Products	820.0	104.5	109.1	116.3	121.8	125.9	122.6	119.8
Cranes, hoists, winches and derricks	212.7	26.9	30.2	31.5	32.1	29.8	31.3	30.9
Power cranes and shovels, etc.	181.7	23.4	23.7	23.6	25.9	27.5	27.6	30.0
Guns and mounts, 20mm and above	72.3	6.4	8.9	9.3	9.5	14.5	14.5	9.2
Scrapers, maintainers and graders	72.1	9.0	8.9	11.1	10.9	11.3	9.9	11.0
Ship equipment and parts	56.9	7.5	6.4	8.0	8.6	9.3	7.2	9.9
Tractor mounted construction equip.	38.0	4.1	3.8	4.8	5.7	6.5	6.0	7.1
Combat tanks and parts	28.6	3.4	4.2	5.2	4.4	4.0	4.9	2.5
Construction & similar machinery, nec	27.6	3.7	4.2	3.9	4.7	3.6	3.7	3.8
Construction material, screen, wash, crush equip.; asphalt plants	16.1	2.2	1.8	1.7	2.2	3.0	3.3	1.9
Conveying equipment	14.3	2.4	2.3	2.3	2.3	2.1	1.6	1.3
Ammunition, 20mm and above	12.6	2.2	2.4	2.1	1.7	1.7	1.2	1.3
Motor vehicle parts (except combat)	12.1	1.9	1.7	2.0	1.6	1.8	1.5	1.6
Industrial trucks and tractors	11.2	.9	1.4	1.5	1.7	1.6	2.1	2.0

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TABLE 4 - Continued

Class of Product	Total July '42-March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 1731 - Construction and similar machinery - Cont'd.								
Construction material mixers & spreaders	11.1	2.6	1.9	1.3	1.5	1.5	1.1	1.2
Power driven pumps (except farm)	7.6	1.3	.8	1.0	1.3	1.0	1.2	1.0
Mechanical power transmission equipment	7.3	.9	1.1	1.0	1.1	1.0	1.0	1.2
Switch gear, circuit breakers, and motor control equipment	7.2	.8	1.2	1.0	.9	1.1	1.1	1.1
Metal tanks	5.5	1.1	1.1	.5	1.4	.7	.2	.5
Electric welding apparatus	4.4	.9	.8	.6	.4	.4	.6	.7
All other	20.7	2.9	2.3	3.9	3.9	3.5	2.6	1.6
Industry 1733 - Mining machinery and equipment (5 plants)								
Total, All Products	103.7	13.0	13.8	16.4	16.2	14.8	14.2	15.3
Mining equipment	51.4	7.1	6.1	6.2	7.8	7.6	7.8	8.8
Conveying equipment	19.0	3.1	3.4	3.1	3.1	2.6	2.0	1.7
Ship equipment and parts	11.9	.6	1.4	3.4	1.3	1.7	1.5	2.0
Steam locomotives	5.4	.5	.3	.9	1.2	.8	1.0	.7
Steam engines	5.2	.2	.5	1.0	1.1	.9	.8	.7
Ammunition and explosives loading machinery and equipment	3.4	.5	.6	.5	.4	.3	.5	.6
Guns and mounts, 20mm and above	1.5	.6	.6	.3	.0	.0	.0	.0
Industrial furnaces and ovens, n.e.	1.5	.1	.2	.2	.2	.3	.3	.2
Metal melting furnaces	1.4	.1	.1	.1	.7	.2	.1	.1
Combat tanks and parts	1.3	.1	.3	.2	.2	.2	.2	.1
All other	1.7	.1	.3	.5	.2	.2	.0	.4
Industry 1741 - Machine tools (42 plants)								
Total, All Products	1678.7	262.3	288.9	282.5	279.7	229.5	181.8	154.0
Machine tools	1291.3	214.6	234.7	226.2	216.7	172.7	127.4	99.0
Machine tool attachments & fixtures	113.9	17.0	18.0	18.2	20.5	16.7	12.8	10.7
Aircraft engines and parts	65.7	7.8	8.8	10.6	10.3	9.7	9.2	9.3

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TABLE 4 - Continued

Class of Product	Total July '42-March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 1741 - Machine tools - Cont'd.								
Metal-cutting tools (except hand)	57.1	7.0	9.0	8.8	9.7	8.4	7.2	7.0
Gauges and machinists' precision measuring tools	38.8	4.7	5.6	5.0	6.4	6.2	6.5	4.4
Aircraft and parts	20.6	2.0	2.2	2.4	3.0	3.1	4.0	3.9
Combat tanks and parts	13.9	1.8	1.9	1.7	2.4	2.1	2.0	2.0
Radio and radar equipment	9.9	.9	1.2	1.5	1.8	2.3	.9	1.3
Screw machine products, nec	9.5	1.4	1.4	1.4	1.4	1.1	1.4	1.4
Automotive testing equip. & instr.	8.1	1.2	1.5	1.3	1.0	.8	.7	1.6
Marine engines (except steam)	6.6	.4	.5	.6	.9	.9	1.5	1.8
Mechanical power transmission equipment	6.2	.7	.7	.7	1.0	1.0	1.0	1.1
Industrial control & indicating instr.	6.1	1.0	1.1	1.0	1.1	.8	.5	.6
Aircraft accessories	5.2	.0	.1	.2	.4	.6	1.4	2.5
Machine shop products, nec	5.1	.0	.0	.0	.0	.3	2.2	2.6
Saws	3.6	.3	.5	.4	.8	.6	.3	.7
Power driven pumps (except farm)	3.4	.6	.6	.8	.4	.4	.3	.3
Aircraft propellers and parts	2.7	.1	.2	.4	.6	.6	.5	.3
All other	11.0	.8	.9	1.3	1.3	1.2	2.0	3.5
Industry 1749 - Metal working machinery and equipment, nec (24 plants)								
Total, All Products	498.2	69.9	72.2	68.5	70.3	76.4	73.3	67.6
Portable metal working tools & machines	145.7	19.3	19.7	19.5	22.5	21.1	22.0	21.6
Presses: ammunition, mechanical and hydraulic	73.3	13.7	14.5	11.7	11.6	8.4	8.7	4.7
Rolling mills	58.0	6.2	7.5	6.9	4.8	12.3	10.1	10.2
Steam engines	55.0	6.3	6.9	7.2	8.3	8.6	9.2	8.5
Aircraft and parts	54.9	7.8	8.0	8.4	8.4	10.1	6.2	6.0
Forging machines, hammers & presses	38.1	4.4	4.4	4.7	5.1	5.3	7.1	7.1
Welding equipment and apparatus	18.5	2.6	2.7	2.5	2.7	2.8	2.6	2.6
Cans, metal	8.6	3.0	1.1	.5	.6	1.9	.9	.6

TABLE 4 - Continued

Class of Product	Total July '42-March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 1749 - Metal working machinery and equipment, nec - Cont'd.								
Bombs, depth charges, mines & torpedoes	8.1	.5	1.5	1.3	1.2	1.2	1.2	1.2
Bending machines; pipe, plate and sheet metal	6.4	.8	.8	1.4	.9	.8	1.0	.7
Machine tool attachments & fixtures	6.0	.9	1.0	1.1	1.1	.7	.6	.6
Construction drills and hammers	5.0	.8	.8	.6	.6	.6	.7	.9
Machine tools	4.9	1.1	1.2	.7	.7	.3	.6	.3
Ship equipment and parts	3.9	.4	.4	.4	.3	.7	.8	.9
Electric welding apparatus	2.9	.6	.5	.4	.5	.3	.3	.3
Mechanics' hand service tools	2.3	.1	.1	.1	.3	.6	.5	.6
Metal-cutting tools (except hand)	1.5	.3	.3	.2	.2	.2	.2	.1
All other	5.1	1.1	.8	.9	.5	.5	.6	.7
Industry 1760 - Measuring and dispensing pumps (8 plants)								
Total, All Products	263.1	31.4	39.1	42.4	38.2	34.5	39.4	38.1
Ammunition, 20mm and above	58.1	10.1	10.4	9.7	7.1	6.5	6.9	7.4
Radio and radar equipment	51.7	4.1	7.2	7.6	7.5	6.0	10.3	9.0
Industrial lubrication equipment	32.1	4.2	4.2	4.7	5.3	4.7	4.5	4.5
Fire control equipment	31.7	3.0	5.5	6.6	5.4	5.0	3.6	2.6
Aircraft accessories	30.6	2.6	4.5	6.0	2.9	3.3	5.4	5.9
Industrial controls & indicating instr.	19.0	2.2	2.3	2.7	3.1	2.8	3.0	2.9
Aircraft engines and parts	16.7	1.8	1.6	1.9	3.3	2.8	2.9	2.4
Aircraft and parts	7.8	.7	.7	1.0	1.6	1.8	.9	1.1
Bombs, depth charges, mines & torpedoes	3.7	.7	.6	.5	.3	.3	.4	.9
Pumps: measuring and dispensing	2.5	.3	.4	.4	.5	.3	.3	.3
Metal-cutting tools (except hand)	1.8	.6	.4	.4	.1	.2	.1	.0
Machine guns, under 20mm	1.7	.5	.5	.3	.1	.1	.1	.1
Valves and fittings	1.3	0	0	.1	.3	.1	.3	.5
All other	4.4	.6	.8	.5	.7	.6	.7	.5

TABLE 4 - Continued

Class of Product	Total July '42-March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 1761 - Pumping equipment and air compressors (26 plants)								
Total, All Products	714.6	74.9	77.5	105.0	106.8	120.5	113.8	116.1
Power driven pumps (except farm)	273.4	32.9	35.6	36.1	41.8	41.5	43.7	41.8
Guns and mounts, 20mm and above	199.7	14.9	10.9	35.0	27.5	41.9	31.6	37.9
Steam and gas turbines (marine)	31.4	5.1	5.3	4.7	3.7	4.1	4.5	4.0
Motors and generators	29.6	3.8	4.0	5.4	5.3	3.6	4.1	3.4
Combat tanks and parts	22.2	2.2	2.8	2.6	3.7	4.0	3.3	3.6
Compressors and vacuum pumps	19.6	2.0	2.9	3.0	3.4	2.7	3.1	2.5
Steam condensers	14.7	1.4	1.0	1.7	2.4	2.8	2.6	2.8
Industrial spraying equipment	11.7	1.3	1.5	1.5	1.2	1.8	2.8	1.6
Aircraft engines and parts	10.7	1.1	.9	.8	1.3	1.9	2.2	2.5
Barn-yard, poultry, irrigation equip. farm pumps, elevators	10.6	.9	.4	.7	1.4	2.0	2.5	2.7
Steam engines	8.6	1.2	1.1	1.5	1.3	1.2	1.0	1.3
Mechanical power transmission equip.	8.1	1.3	1.4	1.3	1.2	1.1	.7	1.1
Machine tools	7.4	1.2	1.5	.9	1.0	.8	.9	1.1
Aircraft and parts	6.7	.5	.4	.6	.8	1.1	1.6	1.7
Industrial trucks and tractors	5.5	.4	.4	1.1	1.0	.8	1.5	.3
Motor vehicles (except combat)	5.9	.8	.7	1.1	1.7	1.0	.5	.1
Diesel engines and accessories	5.3	.5	.7	.8	.7	.8	.8	1.0
Internal combustion power generators	4.8	.2	.8	.6	.8	.9	.6	.9
Ammunition, 20mm and above	4.2	.0	.5	.9	.6	.6	.8	.8
Aircraft propellers and parts	3.8	.3	.4	.3	.6	.7	.8	.7
Aircraft accessories	2.8	.1	.3	.4	.5	.5	.6	.4
Earth working, fertilizing, spraying machinery, etc.	2.6	.4	.3	.3	.4	.3	.2	.7
All other	25.3	2.4	3.7	3.7	4.5	4.4	3.4	3.2

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TABLE 4 - Continued

Class of Product	Total July '42-March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 1766 - Mechanical power-transmission equipment (26 plants)								
Total, All Products	807.1	101.0	106.0	113.7	116.8	120.4	123.3	125.9
Bearings, ball and roller	572.7	72.5	73.3	80.9	82.3	85.1	87.4	91.2
Mechanical power transmission equip.	79.4	7.7	8.6	9.7	12.2	13.1	14.5	13.6
Machine shop products, nec	34.2	2.8	5.4	5.6	5.6	4.7	5.3	4.8
Aircraft engines and parts	24.1	2.7	2.9	2.9	3.6	3.8	4.1	4.1
Ship equipment and parts	24.0	2.3	2.8	2.7	3.4	4.3	3.8	4.7
Steam and gas turbines (marine)	15.5	2.4	3.1	2.5	2.4	2.3	1.7	1.1
Ammunition, 20mm and above	11.6	2.6	2.2	2.1	1.3	1.3	1.6	.5
Combat tanks and parts	10.7	2.6	2.2	1.8	.9	1.1	.6	1.5
Bearings, other	10.2	1.6	1.5	1.8	1.5	1.3	1.2	1.3
Motors and generators	4.7	.6	.7	.7	.7	.8	.6	.6
Machine tools	4.0	.6	.8	.6	.8	.4	.4	.4
All other	16.0	2.6	2.5	2.4	2.1	2.2	2.1	2.1
Industry 1771 - Office and store machines (42 plants)								
Total. All Products	670.6	71.0	81.6	89.3	89.9	102.9	113.2	122.6
Business machines	247.6	43.0	40.8	37.2	30.2	28.0	33.8	34.6
Small arms, under 20mm	79.0	.8	1.9	7.2	11.4	14.8	23.9	19.0
Aircraft instruments	60.3	1.9	1.7	3.7	6.2	14.6	13.3	18.9
Guns and mounts, 20mm and above	53.1	8.3	9.8	9.8	8.5	8.2	2.7	5.8
Ammunition, 20mm and above	43.6	6.6	9.2	8.2	6.4	4.5	2.7	6.0
Fire control equipment	37.8	1.5	5.1	6.0	5.7	5.6	6.2	7.7
Aircraft engines and parts	28.7	.3	.7	.7	3.5	5.9	8.4	9.2
Fabricated products, nec	22.6	3.2	3.3	3.4	3.1	3.0	3.2	3.4
Aircraft accessories	21.8	1.8	2.7	3.7	3.2	3.7	3.6	3.1
Photographic apparatus and materials	15.6	.3	.8	1.9	2.7	3.6	4.0	2.3
Aircraft and parts	12.4	.1	.2	.4	1.4	3.0	3.6	3.7
Motors and generators	12.4	.6	1.0	1.4	1.7	2.4	2.7	2.6

TABLE 4 - Continued

Class of Product	Total July '42-March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 1771 - Office and store machines - Cont'd.								
Radio and radar equipment	9.7	.5	2.0	2.0	1.6	1.1	.9	1.6
Bolts, nuts, washers, rivets & screws	4.7	.0	.2	.6	.8	.8	.8	1.5
Industrial control & indicating instr.	4.5	.5	.3	.2	.3	.4	1.3	1.5
Bombs, depth charges, mines & torpedoes	3.5	.2	.6	.8	.7	.7	.2	.3
Ammunition, small arms below 20mm	3.0	.1	.2	.5	1.0	.8	.3	.1
Machine guns, under 20mm	2.8	.1	.2	.2	.5	.6	.7	.5
All other	7.5	1.2	.9	1.4	1.0	1.2	.9	.8
Industry 1783 - Sewing machines, domestic and industrial (9 plants)								
Total, All Products	190.0	23.7	28.0	36.9	27.5	24.9	27.6	21.4
Fire control equipment	100.4	10.9	15.7	23.5	15.8	12.3	13.3	8.9
Sewing machines	43.4	9.2	7.7	6.5	5.2	5.4	4.7	4.7
Guns and mounts, 20mm and above	7.4	1.0	1.0	1.4	1.1	1.0	1.1	.8
Sewing and domestic needles & pins	4.4	.6	.5	.9	.6	.7	.5	.6
Metal-cutting tools (except hand)	4.2	.8	1.0	1.1	.4	.4	.4	.1
Aircraft instruments	3.9	.1	.2	.3	.4	.8	1.5	.6
Bombs, depth charges, mines & torpedoes	2.8	.2	.2	.4	.4	.4	.6	.6
Weapons, nec	2.6	.0	.0	.2	.4	.5	.8	.7
Small arms, under 20mm	2.5	.1	.1	.2	.4	.4	.7	.6
Machine guns, under 20mm	2.1	.2	.3	.3	.2	.2	.7	.2
Aircraft and parts	1.6	.0	.1	.4	.1	.4	.3	.3
Ammunition, 20mm and above	1.4	.0	.2	.3	.2	.2	.3	.2
Fabricated products, nec	1.4	.1	.1	.2	.2	.3	.3	.2
Screw machine products, nec	1.2	.1	.2	.1	.2	.2	.2	.2
All other	10.7	.4	.7	1.1	1.9	1.7	2.2	2.7
Industry 1784 - Refrigerators and refrigeration machinery (26 plants)								
Total, All Products	1017.9	98.6	110.4	134.6	164.0	161.4	173.8	175.1
Aircraft propellers and parts	143.9	1.7	5.1	15.3	25.0	29.0	33.2	34.6
Commercial refrigeration machinery and equipment, nec	123.5	19.2	15.0	16.2	19.7	20.8	16.5	16.1

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TABLE 4 - Continued

Class of Product	Total July '42-March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 1784 - Refrigerators and refrigeration machinery - Cont'd.								
Aircraft and parts	95.6	2.4	3.5	7.7	14.5	16.5	25.8	25.2
Steam and gas turbines (marine)	81.3	7.0	9.1	9.2	12.6	15.3	15.8	12.3
Machine guns, under 20mm	75.5	10.5	11.1	10.5	9.6	9.2	11.4	13.2
Radio and radar equipment	67.5	4.5	6.9	11.1	11.3	11.1	10.9	11.7
Aircraft accessories	57.9	2.2	3.6	5.4	8.6	8.0	11.3	18.8
Motors and generators	40.2	7.8	5.8	4.2	5.0	4.8	6.1	6.5
Combat tanks and parts	39.4	5.4	8.5	9.5	7.6	3.8	2.0	2.6
Bombs, depth charges, mines & torpedoes	31.6	3.0	4.3	4.1	3.6	4.3	5.2	7.1
Fire control equipment	26.1	2.7	4.8	4.7	4.1	4.1	3.5	2.2
Electric locomotives	25.4	3.8	3.4	3.6	5.0	4.1	3.1	2.4
Guns and mounts, 20mm and above	20.1	2.6	2.8	2.6	3.6	3.2	2.6	2.7
Mechanical refrigerators & parts, dom.	19.9	4.2	3.8	2.9	4.4	1.8	1.3	1.5
Domestic ice refrigerators	14.8	3.0	1.8	1.6	3.0	2.7	1.4	1.3
Internal combustion power generators	13.8	3.1	2.9	2.6	1.8	1.2	1.3	.9
Refrigeration & air-conditioning equip.	12.2	1.5	1.8	2.0	2.5	1.3	1.6	1.5
Ammunition, small arms below 20mm.	11.9	.5	.9	2.5	3.3	2.6	1.6	.5
Electric appliances	11.7	1.7	1.9	1.6	2.4	1.5	1.4	1.2
Anti-aircraft searchlights	10.9	.1	.1	1.0	2.2	1.6	4.4	1.5
Switchgear, circuit breakers and motor control equipment	10.5	1.3	1.8	1.3	1.3	1.4	1.6	1.8
Ammunition, 20mm and above	10.4	2.2	1.7	1.5	1.1	1.2	1.0	1.7
Safety equipment and civilian defense items	10.0	.0	.1	1.2	1.7	2.2	2.4	2.4
Optical instruments and lenses	7.8	.8	.9	.9	1.3	1.3	1.6	1.0
Aircraft engines and parts	6.4	.5	.3	.6	1.2	1.2	1.3	1.3
All other	49.6	6.9	8.5	10.8	7.6	7.2	5.5	3.1
Industry 1810 - Motor vehicles and parts (225 plants)								
Total, All Products	13,981.6	1372.8	1651.6	1821.8	2051.4	2292.8	2427.5	2363.7
Motor vehicles (except combat)	2289.2	304.4	302.9	269.8	320.9	364.0	349.4	377.8
Aircraft engines and parts	2226.8	170.6	208.6	254.1	301.5	372.2	432.5	487.3

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TABLE 4 - Continued

Class of Product	Total July '42-March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 1810 - Motor vehicles and parts - Cont'd.								
Motor vehicles parts (except combat)	1841.1	234.1	221.1	219.4	257.8	280.0	306.9	321.8
Combat tanks and parts	1438.7	140.8	241.6	269.4	227.9	222.6	179.6	156.8
Armored, scout, half track vehicles; parts	1415.6	106.3	145.4	170.0	219.4	259.3	308.9	206.3
Aircraft and parts	1392.5	61.8	82.6	135.8	211.2	258.8	320.9	321.4
Guns and mounts, 20mm and above	681.2	73.8	106.0	116.2	115.0	106.9	86.9	76.4
Ammunition, 20mm and above	517.1	66.9	82.0	83.0	72.3	69.2	74.5	69.2
Bombs, depth charges, mines & torpedoes	256.6	21.2	36.9	53.3	39.6	32.7	37.9	35.0
Aircraft accessories	249.4	26.5	30.5	32.9	32.9	37.6	44.2	44.8
Marine engines (except steam)	208.3	18.3	29.1	30.3	28.6	29.6	33.5	38.9
Ammunition, small arms below 20mm	137.2	4.9	9.4	22.5	28.6	32.2	25.3	14.3
Aluminum and semi-finished products	107.4	10.9	11.7	14.0	16.3	17.9	19.0	17.6
Internal comb. engines & accessories	82.8	5.0	7.7	6.6	7.9	13.6	21.7	20.3
Small arms, under 20mm	69.7	1.1	3.9	8.1	11.8	17.6	18.5	8.7
Valves and fittings	62.2	7.6	9.1	10.0	9.9	8.3	9.0	8.3
Machine shop products, nec	52.4	5.2	6.2	6.3	7.4	8.4	8.8	10.1
Mechanical power transmission equip.	46.3	4.6	4.7	6.1	6.6	7.3	8.1	8.9
Anti-aircraft searchlights	40.9	5.0	3.0	4.4	8.2	6.3	5.8	8.2
Motors and generators	40.0	2.7	3.4	5.1	5.1	6.2	8.6	8.9
Iron and steel forgings	40.0	3.1	4.0	4.9	6.2	6.9	6.9	8.0
Tractors, wheel type	22.4	0	.6	.4	.2	2.6	8.0	10.6
All other	763.8	98.0	101.2	99.2	116.1	132.6	112.6	104.1
Industry 1911 - Locomotives and parts (5 plants)								
Total, All Products	1081.6	129.5	163.1	184.9	169.1	166.6	145.3	123.1
Combat tanks and parts	538.4	74.4	96.6	109.1	100.0	84.9	54.4	19.0
Steam locomotives	277.5	24.9	29.6	41.2	36.7	44.4	44.9	55.8
Marine engines (except steam)	100.3	8.9	17.1	15.2	13.6	13.0	15.2	17.3
Diesel locmotives	50.7	6.7	6.7	6.9	5.9	6.5	10.0	8.0
Electric locomotives	44.0	5.2	3.0	2.1	3.0	7.5	10.8	12.4
Power cranes, shovels etc.	13.2	2.2	1.7	1.9	1.5	1.9	1.7	2.3

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TABLE 4 - Continued

Class of Product	Total July '42-March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 1911 - Locomotives and parts - Cont'd.								
Locomotive parts	13.1	1.5	2.8	2.1	1.7	1.4	1.6	2.0
Mechanical power transmission equip.	9.5	.7	1.1	1.5	1.0	1.3	1.4	2.5
Guns and mounts, 20mm and above	9.3	1.0	1.8	.6	1.8	2.4	1.5	.2
All other	25.6	4.0	2.7	4.3	3.9	3.3	3.8	3.6
Industry 2011 - Professional and scientific instruments (14 plants)								
Total, All Products	940.4	91.7	108.7	141.0	145.8	161.2	145.4	146.6
Aircraft instruments	394.1	35.8	42.2	59.2	61.5	67.7	63.8	67.9
Fire control equipment	315.2	31.0	37.2	52.6	55.7	56.1	47.7	34.9
Industrial control & indicating instr.	64.1	7.2	8.9	9.0	10.0	9.6	10.2	9.2
Navigation instruments	51.3	5.7	7.0	7.2	5.6	6.8	7.5	11.5
Radio and radar equipment	29.0	.0	.0	.4	.9	8.4	4.0	15.3
Engineering instruments	22.3	3.0	3.2	2.8	3.2	3.3	3.6	3.2
Motors and generators	19.8	2.3	3.2	3.4	3.1	3.0	2.7	2.1
Professional and scientific instr. & app.	10.4	1.3	1.5	1.6	1.5	1.6	1.4	1.5
Electric furnaces	7.7	1.1	1.2	1.3	1.3	1.1	1.0	.7
Intercommunication equipment	7.6	1.3	.9	.9	.9	1.2	1.0	1.4
Alarm & signal systems, protective	4.1	.8	.8	.5	.3	.6	.5	.6
Bolts, nuts, washers, rivets & screws	3.0	.4	.4	.4	.4	.4	.5	.5
Ship equipment and parts	2.8	.2	.2	.3	.4	.4	.6	.7
Switch gear, circuit breakers and motor control equipment	2.8	.8	.8	.4	.2	.2	.2	.2
Surgical, medical & dental instruments and equipment	2.4	.3	.3	.3	.4	.4	.3	.4
All other	3.8	.5	.9	.7	.4	.4	.4	.5
Industry 2012 - Photographic apparatus, materials, and projection equipment (7 plants)								
Total, All Products	483.7	53.2	57.7	63.0	77.5	76.6	79.8	75.9
Photographic apparatus & materials	289.8	36.0	36.4	37.5	45.4	43.2	45.9	45.4
Fire control equipment	100.7	8.1	10.0	10.9	17.4	19.1	18.4	16.8

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TABLE 4 - Continued

Class of Product	Total July '42-March '44	1942 3rd Quarter	1942 4th Quarter	1943 1st Quarter	1943 2nd Quarter	1943 3rd Quarter	1943 4th Quarter	1944 1st Quarter
Industry 2012 - Photographic apparatus, materials, and projection equipment - Cont'd.								
Radio and radar equipment	28.5	1.2	2.6	4.9	5.4	4.9	5.5	4.0
Aircraft instruments	18.8	.9	1.4	2.8	3.1	4.2	4.2	2.2
Fabricated products, nec	17.6	2.3	2.5	2.4	2.6	2.4	2.3	3.1
Optical instruments and lenses	9.1	1.0	1.3	1.4	1.8	1.0	1.3	1.3
Ammunition, 20mm and above	8.4	3.3	2.7	1.9	.2	.0	.0	.3
Bombs, depth charges, mines & torpedoes	2.4	.1	.2	.5	.4	.5	.4	.3
Auxiliary vessels	2.2	.2	.3	.3	.4	.3	.4	.3
Navigation instruments	1.5	.0	.0	.0	.1	.1	.2	1.1
All other	4.7	.1	.3	.4	.7	.9	1.2	1.1
Industry 2096 - Fire extinguishers, chemical (3 plants)								
Total, All Products	116.2	13.7	14.6	16.8	18.5	18.0	18.8	15.8
Piped fire extinguisher systems	42.4	3.5	3.4	3.9	5.5	6.0	11.1	9.0
Portable fire extinguishers and stirrup pumps	39.3	5.2	6.7	6.7	7.1	5.8	3.9	3.9
Aircraft accessories	28.3	4.9	4.4	5.1	4.2	4.4	3.0	2.3
All other	6.2	.1	.1	1.1	1.7	1.8	.8	.6

RECREATION

See ALSO UNITED SERVICE ORGANIZATION (USO)

Mrs. Pearl Cree Blough
Secretary U.S.O. Services to
Women and Girls.

the problems of workers in particular to British times, their communities, esp. trade & industrial & civic gods. —

The Women's Division of the National Catholic Community Service has been assigned the responsibility of providing leisure-time programs for women and girls employed in war industries, wives and families of war industries workers, ~~and wives and families~~ of service men who are living in overcrowded communities away from home, family, and friends. Such persons, working in three shifts, are often caught in the general displacement of wartime living with accommodations in trailer camps and boarding houses and with inadequate recreational facilities. In addition to room registry assistance, personal counseling and spiritual guidance, the ~~clubhouses provide~~ National Catholic Community Service provides clubhouses where craft and hobby activities, dancing, social games, bowling, photography, study clubs, forums, first aid and knitting classes, and other activities ~~which~~ help dispel loneliness and fill leisure hours with pleasant play and companionship.

(Address

The Women's Division of the National Catholic Community Service, a member agency of the United Service Organizations, has been given the responsibility of providing leisure-time programs for women defense workers in designated areas where existing facilities are inadequate. It gives the defense worker friendly contact with the community under wholesome auspices, spiritual guidance, personal counselling, social, educational and cultural activities, and such additional aid as will represent a carry-over of the real home to the "home away from home".

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RECREATION PROGRAM

The Field of Recreation May Contribute to National Defense in the Following Specific Ways

1. Continuation of present leisure time services to civilians in America's communities and neighborhoods. Recreation's greatest contribution is to community (or civilian) morale.

2. Strengthening and improving in every way possible the recreation services in communities adjacent to Army and Navy reservations and points of industrial concentration.

3. Assistance on the military and naval reservations if and when requested by the Army and Navy.

4. Provision of technical materials for the Army and Navy such as rules for games, construction of game equipment, laying out of spaces for activities, directions for organization, and methods of teaching skills.

5. Provision of leadership in defense housing units.

6. Assistance in functional planning to all concerned with the construction of recreation facilities.

7. Programs for hospital cases, convalescents, and shut-ins.

8. Extension (and perhaps some revision) of pre-school play program to assist mothers required to work in defense industries.

Suggestions for Immediate Consideration

1. Extension and strengthening of programs insofar as is possible and necessary in communities adjacent to military and naval reservations. These military and naval trainees are citizens and their concentration in large numbers away from their normal community environment demands special consideration at this time.

Trainees should not be treated as an "overflow" of the normal community program. Special provision should be made for meeting their needs when they come into the community. Wherever possible they should have their own facilities--their own programs. If special provision is not made, the community problem will only be aggravated by the concentration of trainees.

Any program for trainees should be adapted to their needs and interests. It might be suggested that the present Recreation Advisory Council add to its membership Army and/or Navy representation.

It has been generally proved that the area of so-called social recreation meets the greatest need of camp trainees.

Efforts should be extended to impress on the Advisory Council or other community members the desirability of providing military trainees and defense industry workers ample opportunity to participate in wholesome activities with girls and women of the community.

While special attention should be given to activities for trainees, the normal civilian program should not be slighted. The problems of the local civilian recreation program will be increased by virtue of the concentrations of population, and the local community plan may have to be reworked.

2. Extend the work in camping and nature lore during the coming spring and summer in order to create a reservoir of trained camp leaders.

3. Don't promote the program into training camps but fill requests when they are made if qualified personnel and enthusiastic local support is evident. Requests for such services should be analyzed carefully in the light of our ability to render service of high quality. Don't do the job unless you can do a good job. Care must be exercised to see that only seasoned, proven, leaders are assigned to these reservations. Place all existing printed materials and other resources at the disposal of these programs in training camps. Don't let these programs suffer through lack of attention.

4. The present situation crystallizes the necessity for good community organization and community planning. All advisory council and other community organization techniques should be scrutinized and analyzed and put on a solid, functioning basis. The interest of laymen may be greater; communities may be more willing to assume responsibility for permanent, local supervision; there may be a greater willingness to undertake factual, background surveys for the local program which will provide new invoices of available personnel, facilities, and programs of other agencies.

5. Extend the training for and the operation of pre-school play programs not only to meet a normal existing need but also to create a reservoir of trained personnel qualified to prosecute programs for pre-school children of women employed in industry, if and when a greater need for these services occurs.

6. Training efforts should be directed particularly to:

a. Volunteers, leaders from other agencies, and Army and Navy officers, if they care to attend

b. Pre-service training for new leaders

c. Providing qualified replacement for supervisors and key leaders who may be called to other activities in the defense program

d. Special training for those who are going to serve in military or naval camps and for women and older men who will be called upon to replace young men lost to the program through the Selective Service Act or increased opportunity in defense industries.

e. Training in activities which will undoubtedly be more in demand during the current situation such as: impromptu dramatics, group singing, social and folk dancing, hostess and chaperon service, and community organization.

7. The State Supervisor: (a) may wish to make a detailed invoice and analysis of potential, available facilities throughout the State so that this information will be readily available in the case of an immediately expanded program (it should be realized that in building morale decent environment is essential; select facilities which will always promote the appetites of the participants); (b) might wish to make a comprehensive survey of available labor, including volunteers, in order to be prepared for any increase in service which he might be called upon to provide; it might fortify the State office to have information available on the skills, age, sex, training, experience and location of such personnel; and (c) should become thoroughly acquainted with the services of all State agencies including the recently formed State Defense Council and should strive to make his potential services understood by all these other agencies.

8. Agency consciousness should be avoided and we should work harmoniously with every agency in the field. Even with the elimination of unnecessary duplication and with the best coordination, all the services will not be able to meet the need adequately.

9. Attention should be given to the possibility of modifying our machinery to better adapt our services during the emergency.

These suggestions are based on specific studies of several typical points of concentration, on frequent conferences with U. S. Army officials, U. S. Navy officials, National Defense Commission officials, and with innumerable other officials and agencies over the country, and on experiences which have already been enjoyed by a number of States.

State Supervisors of Recreation should not limit themselves to these suggestions but should apply all their ingenuity, common sense, and professional experience to meeting whatever emergency situations and new opportunities for service arise. They should remain always alert to any additional suggestions or materials including those which may be forthcoming from the Washington office.

A DULL BOY

All work and no play makes Jack By the same token, Jack's dullness slows the production line, disrupts morale, affects fellow workers and eliminates happiness and joy in his and their occupations. *It is a drag on the war effort.*

Inspired industrial production was never purchased with wages. Men don't risk life to rescue trapped fellow mine-workers for money. Soldiers don't charge machine-gun nests for a stipend. They do it because of loyalty, patriotism, and their desire for happiness. They do it for the security and comfort of their homes and children. It is a part of their living; a living which draws no fine line of distinction between work and play, labour and leisure, education and recreation.

The past century witnessed industrial development so rapid that the necessity for protection and conservation of the human element in production was scarcely recognized. Economy applied to use of capital, machinery and natural resources was not applied to human fatigue, health and life. Human engineering was not in industry's blueprint. Today, *human engineering, via recreation,* is an *essential* part of industry's total plan for effective production and the war effort. Its status will continue in the post-war world. The future of democratic living, even civilization, depends more on what we do in *leisure hours* than in working hours.

Recreation affects production, safety and morale. It is a personalized re-conditioning process that provides an arsenal of man and woman-power for industry. Team-work in recreation builds team-work on industry's production line. The Axis, aware of these facts, obtained results under compulsion. Russia, aware of them, built a fit nation. *Now we are aware of the facts!* Like ammunition, industrial recreation is essential to Victory!

It is a business investment for employer and employee alike in ***greater production, safety, health, happiness and Victory!***

What Is Industrial Recreation?

Recreation is ***human engineering***. Industrial recreation is the technology of machines and conservation of natural resources applied to human beings. It is the sinew of the production line.

Industrial recreation isn't new. It was a factor in industry over thirty years ago. It is facts about values of industrial recreation and added leisure of workers that bring it to the fore now when war renders it *inseparable* from the health and production of the Nation. Modern production methods and the war have eliminated the nine-to-five world in favor of twenty-four hour days. Recreation is the daily essential that provides refuge from tedium.

Recreation is activity in which we engage without compulsion and which brings immediate and direct satisfaction to participants. It ranges from passive types—bridge, dramatics and chess — to more active types such as softball, basketball and bowling. To be effective, industrial recreation should include all classifications — physical, social, cultural and outing. *It is not charitable or welfare work.* It is the door to better living, health and happiness for the worker and a *business investment* for the employer. It is *not* the antithesis of work; rather, it *complements* work. It builds morale — the essence of inspired production.

Efficient production is a combination of brains, tools and man-power. Brains drug the market and tools are being provided. Our Nation's most valuable equipment is not guns, planes or tanks. *Man-power and woman-power are the critical elements.* Men can build machines but machines cannot build men. Victory cannot be achieved without skilled men and women workers who are *physically and morally fit.*

Planes, tanks, guns, tools and machines are shipped with replacement parts. ***Human beings have no replacement parts!***

Why Industrial Recreation?

Industrial recreation affects production, safety and morale. The employee in good health is practically always one with high morale, alert to safety precautions. *Result* — quality and quantity production *for management;* health, happiness and better living *for workers.*

Production . . . Production, fitness and morale of the worker depend more on what he does in off-work periods than when he works. Recreation presents opportunity to side-step present day emotional upheavals which tend to set our nerves and minds afire. It relieves top-speed tension and fatigue. Rest means a change of activity — recreation provides a *happy* change.

Sleep, essential to fitness, *is not for sale.* Proper and adequate sleep for everyone cannot be purchased. *Recreation* — sleep's only substitute worthy of the name — *can be made available to all.*

Recreation fits one for the job ahead. Mental and physical disability, and resulting nervousness, decrease production and reduce efficiency. Basic physical fitness influences the number of days per year spent on the job; *unfitness is the primary factor in absenteeism.* It isn't just the number of days off the job; it is declining efficiency before, and slow attainment of original production after absence. What a worker does in off-work hours determines, largely, his *efficiency on the job next day.*

Safety . . . Required dexterity of eye, hand, foot and mind, resulting from training in recreation, speed and improve the production line. Manipulative skills demanded by industry are developed and trained by hobbies, crafts and sports. These skills and dexterity, plus mental alertness, are the *greatest* of all protective *safety devices.* The alert, fit worker causes no costly accidents.

Morale . . . Football teams often play over their heads because of team spirit. This spirit, generated by team play in industrial recreation, can apply to industrial departments and firms with attendant benefits to workers. It develops morale — a *fitness within* — that means happiness and joy in one's work and permeates home atmosphere. It offers workers an opportunity to take their light from under the bushel and reveal leadership abilities for improved production and personal advancement. *High morale, coupled with physical fitness, makes the ideal, happy, production soldier.*

Industrial recreation, with both management and worker participating, fosters better relationships and understanding. It is an effective union of workers and management through recreation. Industrial recreation programs, decreasing strained formalities of strictly business contacts, help secure the good-will and respect of the community.

The provision of recreation opportunities is not philanthropy — it is a necessity of war. We must not only ***believe*** we can produce to meet requirements of war — we must be ***fit*** to produce.

FACTS about the

INDUSTRIAL RECREATION ASSOCIATION

The Industrial Recreation Association, formerly known as the Recreation Association for American Industry, was conceived at a meeting of interested individuals in 1941. Later that year, in Baltimore, Maryland, the initial meeting of the entire membership was held. From that comparatively small beginning has sprung the newest and most potent force benefitting industrial production and worker alike.

The need for action, through the medium of a nation-wide organization and its services, was demonstrated by constantly advancing knowledge of the subject of industrial recreation and its value to workers and management. Leading industrialists recognized the need and devoted considerable time, money and effort to research to determine factors relating to industrial recreation, production, morale, safety and workers. Results of research and study clearly indicate that recreation for the industrial worker is a vital factor.

To this obvious demand was added the cry of industry, through personnel and recreation departments and directors, for aid in the planning and conduct of industrial recreation programs that would produce desired results. To meet this requirement and to provide a medium for the development of techniques and solution of recreation problems, the Industrial Recreation Association was formed and sound objectives established.

Briefly, these objectives are to:

1. Acquaint management with the importance of industrial recreation as a part of sound industrial relations.
2. Emphasize industrial recreation in periods of National emergency to achieve industrial unity, improve morale, skill and production.
3. Develop industrial recreation as a benefit to the community and improvement of industrial, labor and government understanding.
4. Study methods of improving industrial recreation programs.
5. Provide a clearing-house for ideas and dissemination of information on industrial recreation programs through bulletins and other media.
6. Aid members in the solution of recreation problems.
7. Encourage further study and research of industrial recreation.
8. Function in any manner beneficial to the industrial recreation movement.

On these stated objectives the Association bases its every operation. Aid to industry in the inauguration and conduct of industrial recreation programs, by all available methods and media, is, perhaps, the major function of the Association.

Policies and programs of the Association are directed by officers and directors elected at annual meetings by the members; each member having the right to vote in all elections and on all affairs of the Association.

The Association maintains executive offices with a full-time administrative staff under the direction of an executive secretary. Prompt attention to all inquiries is assured.

Membership is open to any firm, company or corporation, through its authorized representative, interested in the development of recreation as a sound industrial policy; for better production, safety and morale; for health, happiness and fuller living for workers — men and women.

Services to Members

Mailing Service . . . Anticipating industrial needs and seasonal activities, regularly scheduled mailings from Association Headquarters go forward at least once monthly, providing reviews of new developments in the field, ideas and suggestions on all phases of industrial recreation. No stone is left unturned in efforts to anticipate every need of industrial recreation directors approximately ninety days in advance.

Manuals of Procedure . . . A basic objective of the Association is the production of manuals of procedure for the use of industry in providing adequate recreation of the correct type for industrial workers. With a complete and detailed library of recreation manuals as the goal, useful and instructive manuals are being produced as rapidly as time, experience and research permit. Copies are automatically issued to all members on publication without cost.

Bulletin Service . . . A monthly Association bulletin is issued to all members, containing ideas, suggestions and comments on items of interest and aid to directors of industrial recreation programs. From time to time there are special issues on subjects of vital importance. This service, like others, eliminates the need for experimentation and pioneering with methods already proven successful by others. The bulletin service keeps the industrial recreation director abreast with the times.

Research . . . Constantly on the lookout for new problems and their solutions, the Association, from time to time, conducts or supervises trained research for the benefit of members. Resulting information is immediately made available to members to guide them in the best procedure for dealing with new and unexpected developments, thus increasing the benefits of industrial recreation to both workers and management.

Inquiry Service . . . Important in the functions of Association Headquarters is the inquiry service provided, offering members personal and individual attention to requests for information and suggestions on industrial recreation problems. This service is particularly adapted to dealing with unusual and uncommon problems not yet included in Association publications. Frequency of requests for specific bits of information guides later production of new manuals on procedure.

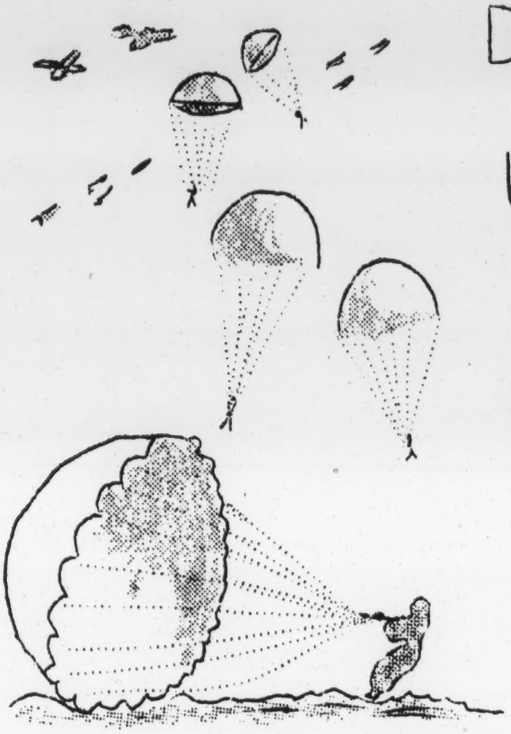
Conventions and Conferences . . . Association sponsored conferences in various sections of the nation, including the annual convention, provide opportunity for the assembly of industrial leaders and recreation directors for discussion and exchange of ideas of mutual benefit. Such gatherings also offer reports on the newest developments in the field and instructive addresses by the nation's experts.

Others . . . As the only organized authority in the nation devoted entirely to industrial recreation, the Association offers to its membership a wide variety of unusual and related services not otherwise available. The Association, because of its nationwide character, attracts the aid and cooperation of other groups interested in some phase or activity related to industrial recreation. No opportunity for service, however insignificant, is overlooked.

For Further Information Write The

INDUSTRIAL RECREATION ASSOCIATION

Executive Offices, Lafayette, Indiana



DROP IN AT THE USO CLUB FOR WOMEN

321 State St.
Telephone 84

DROP IN if you are looking for a room or an apartment. They are scarce but we will do what we can for you.

DROP IN if you want information. If we don't know the answer, maybe we can tell you who does.

DROP IN to rest between errands--or while waiting for a bus--or to write letters.

DROP IN to meet your friends--men or women.

DROP IN to play the piano--or to play our records (classical, semi-classical or jive) -- or to use the radio.

DROP IN to play ping-pong--or bridge--or checkers--or other games--or do a jig-saw puzzle.

DROP IN to do your laundry--or to cook a meal. Better make arrangements in advance.

DROP IN to ask about our program and what's going on. Don't say, "There's nothing to do."

But whatever your reason, DROP IN!

Frances Badger Isobel King

WHO ARE THE WOMEN SERVED BY THE USO?

As a member agency of the United Service Organizations, the Y.W.C.A. directs its major effort toward meeting the leisure time needs of women and girls in defense areas,- at the same time assisting in the program with soldiers and sailors. At present in the North Shore Area, classes and special programs are sponsored with the following women:

GREAT LAKES BUSINESS GIRLS These civilian workers at Great Lakes have their own U S O Club which meets each second and fourth Tuesday evening for a dinner and program. The latter half of the evening the Club has interest groups in such subjects as crafts, first aid, chorus, and dramatics.

NURSES OF FT.SHERIDAN, GREAT LAKES, AND VETERANS' HOSPITALS The U S O makes plans for these women in military service to attend club and community programs in Highland Park, Lake Forest and Waukegan. Special activities such as bowling, badminton, book and music programs, and dinner parties are arranged as the nurses' irregular schedules allow. Family hospitality is also arranged through friends of the U S O along the North Shore.

WOMEN AND GIRLS IN DEFENSE INDUSTRIES The U S O Industrial Girls' Club meets each second and fourth Monday. A special program is followed by interest groups in such areas as crafts, health and charm, gym, and knitting.

WIVES OF GREAT LAKES CONSTRUCTION WORKERS This group meets every other Thursday afternoon for informal programs.

MOTHERS OF SERVICE MEN One such club meets the second Wednesday of each month for social, educational and service activities.

FORT SHERIDAN BUSINESS GIRLS These girls have dinner meetings with speakers and special program features the first Wednesday of each month. Members of this group attend classes in bridge, first aid and home nursing throughout the month.

In addition, a Rooms Registry Service is available at Highland Park, Lake Forest and Waukegan for visitors and newcomers. Families and friends of soldiers and sailors,- as well as defense workers,- are accommodated through this service. At Highland Park and Waukegan the Rooms Registry is maintained at the Y. W. C. A.s. Rooms are also listed at Ft. Sheridan and at the U S O Clubs in Highland Park and Highwood.

COMMENTS ON THE U.S.O. PROGRAM

FROM THE PRESIDENT:

"I am certain that the American people will get behind this United Service Program with characteristic wholeheartedness. I know of no enterprise more vital to the well-being of the millions of young people who are rallying to the country's call."

—FRANKLIN D. ROOSEVELT

FROM THE SECRETARY OF WAR:

"In the present state of the world we cannot move too quickly to launch this program which offers the most immediate and effective means for rallying our people to the aid of our defenders."

—HENRY L. STIMSON

FROM THE SECRETARY OF THE NAVY:

"We owe something to these men, and above all else we owe them the duty of seeing that the surroundings in which they undergo training . . . shall be such that they will come out of this difficulty which lies ahead . . . better equipped to discharge their duties as American citizens . . ."

—FRANK KNOX

FROM THE FEDERAL SECURITY ADMINISTRATOR:

"We are committed to the sound policy that leisure must complement labor. And that commitment entails an obligation to see that hours off duty can also be well spent — freely spent, without regimentation, but with ample opportunity for all the varied activities in which the up-and-coming young people of the 1940's are legitimately interested."

—PAUL V. MC NUTT

FROM THE CHIEF OF STAFF:

"If you could see my daily mail . . . from women all over the country who have boys in this Army, you would realize how vastly important it is that we do something and do it quickly. We can manage this thing on the military reservations, but we very urgently need your assistance . . . to help matters *off* the reservations."

—GENERAL GEORGE C. MARSHALL

JOIN WITH THESE LEADERS IN GETTING BEHIND THE U.S.O.

NATIONAL U.S.O. CAMPAIGN

National Campaign Chairman
THOMAS E. DEWEY

Honorary Chairman
GENERAL JOHN J. PERSHING

Executive Vice-Chairman
LINDSAY BRADFORD

Vice-Chairmen
JOHN W. HANES, ROBERT L. JOHNSON, JOHN M. SCHIFF

UNITED SERVICE ORGANIZATIONS FOR NATIONAL DEFENSE, INC.

Pennsylvania 6-5400
Empire State Building, New York, N. Y.

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President

W. SPENCER ROBERTSON
Chairman Executive Committee

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THE U.S.O.—
Your Chance to Serve!

TONIGHT ON LEAVE

1,500,000

SONS, BROTHERS, HUSBANDS

— where will they go?

THOMAS E. DEWEY says:

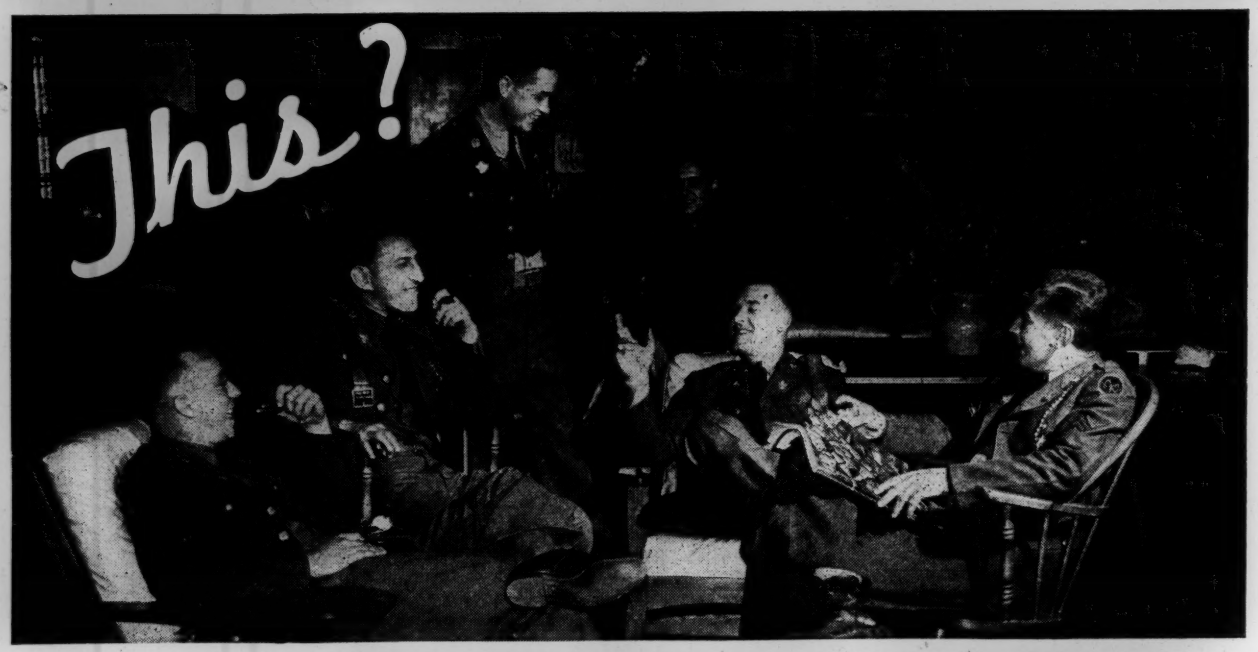
"The Government has a broad program to relieve the monotony of the essential routine in naval bases and army camps. But I never saw an American boy who wanted to spend his whole life in a camp. When night comes at the end of a ten or twelve hour day, he has a right to a little private life. . . . In camp, by and large, when he wants to leave the reservation, he has *no place to go and nothing to do.* That is unfair. Furthermore, it is thoroughly unwise."

THIS FOLDER TELLS HOW A VITAL DEFENSE PROBLEM IS TACKLED BY

UNITED SERVICE ORGANIZATIONS

A UNITED NATION BACKS THEM UP — THROUGH THE U. S. O.

Which Do We Prefer for Our Defenders?



or This?

LET'S GIVE OUR ANSWER THROUGH THE U.S.O.!

You can cast a vote of confidence in our Soldiers, Sailors, and Defense Workers, through the U.S.O.

What did the Greeks have, in 1940, that roused the world's admiration? What did the Finns have, in 1939? What does the R.A.F. have, today?

Such magnificent fighting spirit as this draws its strength from the morale of a whole people. The fighting forces are galvanized into miracles of achievement by the knowledge that A UNITED NATION BACKS THEM UP.

Guns and planes, battleships and tanks, the men to use them and the munitions to replenish them—these are not enough. Man does not live by bread alone. He does not fight by steel alone.

Morale — Everybody's Business

In this era of total war, a nation's real strength lies in a solidarity of spirit among the fighting forces, the defense workers, and the civilian population, that enables men and women to transcend their ordinary workaday selves and, in a common resolve, perform better than they thought they could.

This we call morale. It is the one thing that can make a nation unbeatable.

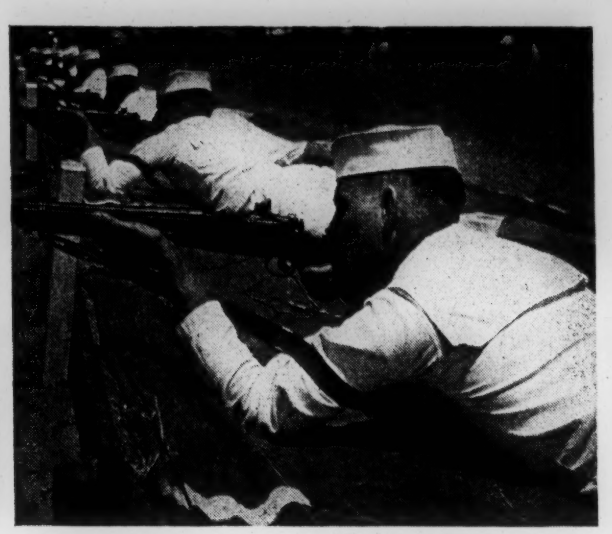
"Off the Reservation"

The Government knows this, and, on the military and naval reservations, it's doing a grand job to promote morale.

But "off the reservation" a problem exists. Your typical citizen-soldier, when his hours of duty are over, starts for the nearby communities looking for a good time, for an outlet. What does he find?

The U.S.O. Will Supply the Answer

A UNITED NATION BACKS THEM UP — THROUGH THE U. S. O.



WE BUILT our camps and defense plants quickly. Towns adjacent to them were not ready to play host to multitudes of soldiers, sailors, and defense workers off duty.

Somewhere in the South is a cantonment of 40,000 soldiers. A few miles away is a small community of 17,000 people. Picture the scene when a considerable percentage of those 40,000 men are turned loose in that small town.

"A Home Away from Home"

Your typical citizen-soldier or sailor is quite young. Off duty, he is looking for something of what has been his life at home.

The food in camp is "swell". But what a treat to get home cooking for a change!

What therefore can we do to get the boys off the street corners, to counsel homesick youngsters, to plan morale-boosting recreation?

It's a challenge to America. And a chance, too, to show the defense forces that a *united nation stands behind them.*

The "Know-How"

In important respects, this is a spiritual task. And Americans are not willing to leave the instilling of spiritual values to the Government.

There exist private agencies, national in scope, well equipped to do the job. These agencies proved their competence by their work with the armed forces in 1917-18.

Supported by the President, Secretary Stimson, Secretary Knox, and Federal Security Administrator McNutt, six of the great national agencies are already tackling the job in a united program, working through a single coordinating body: THE UNITED SERVICE ORGANIZATIONS FOR NATIONAL DEFENSE, INC.

Included are: The Young Men's Christian Associations; The National Catholic Community Service; The Salvation Army; The Young Women's Christian Association; The Jewish Welfare Board; and The National Travelers Aid Association.

The Need for Private Support

The Government cannot finance these organizations which supply the necessary services because they are private organizations and must remain so to make their work effective.

But the people of this country know the services must be provided; and they *will* provide them—through private support. That is U.S.O.'s essence.

For Spiritual Defense

The U.S.O. program has been worked out in close cooperation with Government authorities.

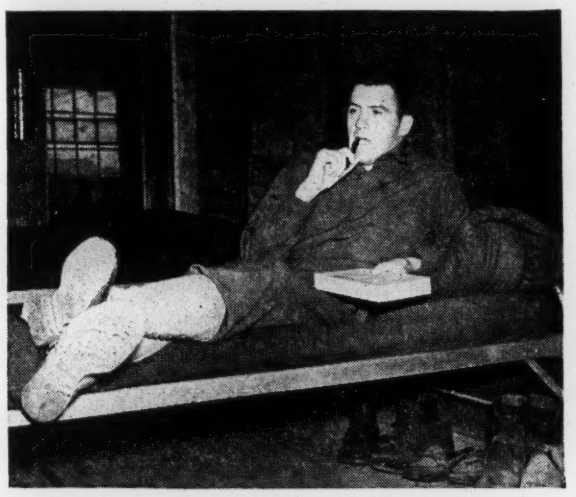
In upwards of 360 service clubs built by and leased from the Government, in 125 defense areas throughout the nation and the overseas bases, the U.S.O. will carry forward the necessary social, religious, and educational services. The program will take into consideration the fact that a large proportion of the workers in our new defense industries are women.

The U.S.O. building will be the enlisted man's clubhouse off the reservation.

The Part We Can Play

Government will provide the buildings. The U.S.O. must turn to you and your fellow citizens for aid in operating the program. Total cost for the first year will be $10,765,000.

The agencies are in complete harmony as to how the money will be spent, and the Government will approve all actual assignments to buildings. Of the total raised, $500,000 is for the Citizens Committee for the Army and Navy for in-camp entertainment.



The best a lad has had at home is none too good for him when he's away.

To raise this great fund as a demonstration that American citizens stand solidly behind their defenders, committees in every community in the country are participating in a nationwide campaign opening June 3.

Here is a chance for national teamwork—an effort by Americans of all faiths toward spiritual rearmament to make this nation really impregnable.

Gifts may be made payable to your local treasurer and sent to your local U.S.O. campaign committee or to national headquarters, Empire State Building, New York, N. Y.

The U.S.O. Program

Through its 360 service units, the U.S.O. will supply to members of the armed forces and defense workers, both men and women:

Contact with the Community: Friendly and wholesome contacts between persons in military and civilian life; organization of social events, such as dances; arrangements for actual home hospitality.

Religious Service for soldiers, sailors, and defense workers of different faiths, including lay activities.

Counsel and Guidance on personal problems of all kinds.

Clubhouse Accommodations, including organization of entertainment and games, meetings, and social functions; provision of light refreshments, reading and writing facilities, lounges, and sleeping accommodations.

PROPOSED DESIGN FOR A TYPICAL U.S.O. CLUB

The U.S.O. Program
(Continued)

Educational and Cultural Services, including organization of musical and dramatic groups; formation of hobby and discussion groups; provision of books.

Information Service regarding a community's recreational resources, transportation facilities, and room registry; aid to relatives and friends in locating soldiers who do not correspond regularly.

Transient Aid to soldiers and sailors on leave, to visiting relatives and friends, and to migratory defense workers and their families.

Local U.S.O. programs will be carefully individualized to meet local problems, such as those of women in defense industries and migratory workers.

OPEN YOUR HEART — OPEN YOUR PURSE — GIVE TO THE U.S.O.

Miss Anderson

Return to Katherine

REPORT OF THE CONFERENCE OF THE U. S. O.

COMMITTEE ON INDUSTRIAL WOMEN

The U. S. O. Committee, composed of two representatives from each of the contributing agencies, met on September 29th at 2 p.m. in the Empire State Building, National Headquarters for the U. S. O.

Attending the conference were the following:

Mrs. Pearl Case Blough, Executive Secretary

Jewish Welfare Board - Mrs. Glogower (Lay Rep.)
Mrs. Herzog (Prof.)

Y.W.C.A. - Helen Crawley (Prof.)
Name unknown (Lay)

Y.M.C.A. - Mrs. Shepardson (Lay)
Mrs. Traugott (Prof.)

Salvation Army - Col.Hamon (Prof.)
Mrs. Allen (Lay)

National Catholic Community Service - Miss Fitzgerald (Prof.)
Miss Kimpell (Prof.)

Travelers' Aid - Miss Chantler (Prof.)
Mrs. Haslam (Lay)

A Negro woman is also included on the Committee, although she does not not represent any particular agency. I am not certain of her name as she came in late.

The meeting was called to discuss informally the problems of the U.S.O. in Industrial Areas. Mrs. Blough requested a representative from the Women's Bureau to speak on "Women in War Industries and U.S.O. responsibility to these workers."

Inasmuch as no formal speech was desired, I merely gave a brief summary of the following topics after which a general discussion followed:

I. Women's Bureau interest in Defense Areas

II. States and areas visited

III. Women's place in War Industries

IV. Major Problems for Women in Boom Towns

a. Housing
b. Transportation
c. Rotation of shifts
d. Lack of eating facilities (plant and town)
e. Lack of Recreational facilities

V. Important factors contributing to the success of Recreational centers in Industrial Areas

a. Location
b. Cooperation of the Community
c. Program adapted to individual community
Program adapted to meet needs of shifts
" not too formal
d. A director with some industrial Recreational training
e. Too elaborate furnishings in some centers (workers do not feel comfortable)

The Committee was much interested in the Women's Bureau findings and asked for specific criticisms and suggestions for improvement of U.S.O. centers in industrial areas. They expect to take definite action on some of the points brought up and to enlarge their scope of activities, particularly in regard to housing women workers in private homes. An effort will be made to provide a few beds at the centers for use of women workers who can not find rooms the first night in town. The Committee believes that the U.S.O. might bring some pressure to bear on Housing Authority if needs are sufficiently great in the local communities to justify such action.

A discussion was held on getting workers interested in U.S.O. through cooperation of Union officials. It was decided that local U.S.O. directors should secure the cooperation of the Union if possible.

I called their attention to the lack of recreational facilities for women workers in Waterbury and Bristol, Connecticut. An effort will be made to secure a woman director of women's activities at the local Y.M.C.A. in Waterbury, providing it is not feasible to set up a separate U.S.O. Center. The Bristol situation is still in the formative stage but needs will crystallize as soon as the New Departure Division plant is ready for operation. The Committee promised to watch developments in Bristol.

Mrs. Blough stated that the Women's Bureau reports on the Defense Areas had been very helpful, and that she hoped we would report conditions on any return visits we made to the various areas.

The meeting adjourned at 5 p.m.

Elsie Wolfe

Returned to Mrs Robinson

U.S.O. REPRESENTATIVES RESPONSIBLE FOR WOMEN IN DEFENSE

National Catholic Community Service
~~1312 Massachusetts Avenue, N.W.~~, Washington, D.C.
Miss Anne S. Hooley In Charge
Miss Helen Potter, Assistant

Gh Nicholas Av - NE

National Board Y.W.C.A.
600 Lexington Avenue, New York City, N.Y.
Miss Genevieve Lowry In Charge

National Travelers' Aid Society
425 Fourth Avenue, N.Y.C.
Miss Margaret Creech

United Service Organizations for National Defense, Inc.

YMCA
YWCA
Salvation Army
Jewish Welfare Bd
Travelers Aid Society
Natl Catholic Community Service

community bldgs. to be built with Federal funds in areas around cantonments for recreation, the recreation to be operated by U.S.O.

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NATIONAL CATHOLIC COMMUNITY SERVICE

Headquarters • 1312 MASSACHUSETTS AVENUE, WASHINGTON, D. C.

MISS ANNE SARACHON HOOLEY

Director of Women's Division

MEMBER AGENCY USO

Re 3553

National Council of Catholic Women

RECREATION - 1938 - 1940

PLANNING OUR LEISURE

DIVISION OF RECREATION

June 1, 1938

WORKS PROGRESS ADMINISTRATION
Harry L. Hopkins, Administrator
Washington, D. C.

13093

13093

PLANNING OUR LEISURE

The public recreation projects conducted by the WPA are sometimes identified by blue-white-red Work signs, but more often not. In a small town there may be a single recreation center just opened in a vacant store; in a larger town the projects will be found scattered about in municipally owned halls, lofts and public buildings, on piers, in parks and playgrounds, and often in school rooms and yards after school hours.

Outdoors there may be baseball games, tennis, swimming. Indoors, in one room after another, boys and girls are playing checkers and ping-pong, rehearsing a play, or enthusiastically practicing the steps of the tap dance. Here is a drawing class, there a handicraft group; and the groups shift every hour or two. A poster on the wall announces a community pageant in which WPA-trained groups will take part. Somewhere out of town there may be a WPA camp for children.

There is practically no form of healthful physical, social or cultural recreation that is not carried on in these WPA projects, which now extend into more than half of the counties of the United States. The program now employs about 34,000 men and women, of whom

all but five percent were taken from the relief rolls.

Some of these instructors and group leaders were trained recreation workers who had been disemployed by the depression; others have been trained on the project. The WPA recreation program is important in providing employment and training in a new and expanding profession. The program represents not only a broad response to the vast social needs created by depression emergencies - it also represents a development of normal public recreational activities.

For the past forty years it has been recognized that recreation - like education, and like books - must be provided on a public basis in order to be accessible to more than a small fraction of our population. Free public schools and free public libraries must be supplemented by free public recreational services on a similarly broad scale.

This latter development has been one of gradual growth. Municipalities have increasingly provided parks and playgrounds in congested cities. Gymnasiums, clubrooms, recreational workshops, social centers and camps have been provided free or at small cost, chiefly by private agencies (the YMCA, the Boy Scouts, churches, etc.), but also by local governments. The teaching and supervision of sports and games, of music and art, of handicraft and dramatics, were largely undertaken by our public schools.

Public and private agencies still share between them the task of providing recreational facilities and services to the millions

who otherwise would be deprived of the benefits of healthful recreation. Shut off from the streams, the people cannot afford private swimming pools; factory work has taken handicraft out of the home; the woods are far away, yards disappear in cities, there is no place to play except in the streets. Our birthright of recreation, largely lost, can be restored only by public provision of parks and playgrounds - which, to be safe and useful, must be expertly supervised and conducted, as schools and libraries are.

But the vast and growing need for these public recreational facilities and services always far exceeded their gradual supply; and the depression soon deprived both local governments and private agencies of the financial means to carry on the work. Parks and playgrounds went neglected; recreational teachers and workers were dismissed.

When the Federal Government began to cooperate with local governments in providing work for the unemployed, a large amount of unskilled and considerable skilled labor was used in the repair, improvement and new construction of parks, playgrounds, swimming pools and public recreational facilities of all kinds.

These facilities obviously required supervision if they were to be of any real service to the public, and the federal government undertook to give temporary help to the hard-pressed municipalities. Public recreation projects were in some places begun under the Civil Works Services program, which provided white-collar employment

to supplement the CWA program in the winter of 1933-34. The great demand for the continuance of the work led in many places to similar projects under the ERA in 1934-35. The Works Progress Administration took over recreation work in the fall of 1935, and expanded it into a large-scale demonstration program, under the direction of Eduard C. Lindeman. It was at first called The Community Organization for Leisure Program, and was based -- as it still is under the Recreation Division-- upon a definite view of the social need of recreation and the way to meet this need.

As a demonstration program it was intended to show the usefulness of recreational work, and to stimulate communities to institute or expand it as a regular service performed by their local governments. At the same time it was necessary to select, try out and train a large number of recreation workers. In this recreational field there has been a good deal of reemployment by public and private agencies, and an encouraging amount of regular employment of workers newly trained for this work on W.P.A. projects. The task has thus been to do convincingly good recreation work in thousands of communities, and to be prepared to do it to any necessary extent with workers trained on the project. In-service training records show that as many as 75,800 different people have been in training at one time or another on recreation projects, and there has been a continuous selection of the most capable men and women available for this type of work.

The social usefulness and importance of public recreation is now quite generally recognized and WPA projects are widely in demand. The attainment of the final objective of the program - the

transformation of emergency projects into regular community services--is more difficult, because of its cost in local taxes; but here, too, there is gradual and definite progress. In many communities such regular recreation work has been established for the first time on WPA foundations, while in other communities these regular services are being expanded to include work done by the WPA. This means that WPA workers as well as WPA projects are being taken over by our counties and towns.

The success of the WPA recreation program is largely due to three things--the way it is set up in communities and built into community life through Recreation Councils; the specific modern principles which guide its work and open for it a field of almost unlimited service to the public; and the training of the workers. Each of these deserves detailed description.

Community Participation

Recreation projects are, with a few exceptions, State-wide and usually have as their sponsor the State University or Department of Education. In all State-wide projects there are generally local co-sponsors, and for recreation projects these are of special importance. They not only furnish various facilities and materials which the sponsor may not be able to provide, but they give community backing such as is necessary for the full success of the project.

The Works Progress Administration and its recreation program does not go into any new community without ample assurance of local backing through a Recreation Council. Even so, there is no implication of any kind of permanency in the setting up of a WPA recreation project. It is first of all a means of providing work for the

unemployed; and as such it is regarded as of a strictly temporary nature. However, through the development of a council representing interested citizens and agencies, local interest in public recreation is crystallized and new impetus is given to the planning of permanent recreation activities on the part of the local community. Without exception it can be said that every town, city, and village has some citizens who recognize the benefits which recreation can bring to their community. Clergymen, business men, service club members and local officials become ardent supporters of the program when they participate in its planning and observe it in action.

A local recreation council is the first step toward a permanent and regular public recreation program. The function of the council is to represent all the recreation organizations, private and public, and those individuals who are interested in public recreation. Churches, lodges, boys' and girls' clubs, business men's organizations, veterans' organizations and trade unions may be represented. Schools, libraries and park commissions have essential contributions to make to this work as do the local administrative staffs of WPA education and recreation projects, Federal arts projects and the NYA.

It has been found that the most effective councils are those in which at least half of the members are lay citizens, representing not an organization but an interest in Recreation. The work of a recreation council will be found to reach out in all directions, touching education here, vocational advice and training there, and health, the arts and crime prevention at other points. The Recreation

Council is an instrument of community progress because it takes in everybody who can help.

One of the first things a Recreation Council does is to take stock of the community's recreational resources. In a large city there may be a WPA project to survey and map the community for this purpose; in a small town the facts can be found out and recorded less elaborately. The facts, even when they seem to be known to everybody in advance, are always surprising and instructive when set down in tabular form. There are various organizations performing recreational services in and for the community, but the sum total of these services is likely to be smaller than would have been supposed. This is partly because the community's actual recreational resources, such as are possessed by schools, churches and parks, are not used to anywhere near their full capacity. Moreover, even in a comparatively small town, there are large areas in which few recreational facilities or none exist. A map is enlightening; a list of institutions showing what recreational services they actually do provide, out of all that they might provide, is impressive.

The facts of the situation, as thus presented and realized, are the guide to new efforts. WPA recreation work will be used to fill the gaps between existing services, and the aim of the Recreation Council will be to link all services together in an integrated community program. In places where there is already an active public recreation department, the WPA projects will serve to carry out plans already made; in other places the program must be built from the ground up.

A Recreation Council becomes active in finding and bringing into use any neglected recreational facilities. In a Southern mill town there was a small park and club house reserved for the entertainment, once a year, of the New York officials of the mill. The WPA

recreation project workers at first cast wistful glances at these facilities in vain. But the following year the local factory officials offered the park and club house for recreational use. In the intervening year the citizens on the Recreation Council had come to feel that these recreational facilities should be used by the town for 365 days in the year instead of by New Yorkers for one week-end. During that year the WPA recreation project and the town both recognized the problem and worked together toward solution.

In another Southern mill town there was the mystery of the locked library. A WPA district recreation supervisor, visiting the town in the round of her duties, wondered about that library. Why was it locked? Who had the key? Who had the authority to let her in? Well, ma'am, it just seemed like nobody knew anything about that library. Time passed, and the WPA recreation project actually became the town's opening wedge. When the district supervisor came again, somebody had the key to the locked library and instructions to let the lady in. To her surprise she saw a bronze plaque inside the door, recording the gift of this library to the town by a former owner of the mill in memory of his father, the founder of the company - "TO BE A PLACE OF RECREATION TO THE PEOPLE." The bank that was in charge of the trust had failed, and so the library had been locked up. It was an excellent small-town library, and it was opened up again after some WPA repairs had been made; the large assembly room upstairs was used for social recreation by the WPA project. In bringing into existence a local recreation council, the recreation project had created a means by which the community was achieving a new consciousness of itself, its needs, its responsibilities and its powers.

The schools in many communities have taken the lead in promoting public recreation. But sometimes there is an official unwillingness to allow school property to be used for any but strictly school purposes. Thus the school yards are unused in vacation time, the gymnasium unused on Saturdays, the assembly room unused in the evenings throughout the year. But when school officials are on Recreation Councils, they must look for convenient places in which to conduct public recreation; they wonder just why the school houses should be empty most of the time. A new era dawns for public recreation when school property is put into full recreational use.

Local Recreation Councils are often coordinated with a County Recreation Council, and through that with the State Department of Education; and they are with increasing frequency being given official existence by legislation. As advisory and guiding bodies, composed of representative and responsible citizens active in town and county affairs, they are in a position to assist and guide the establishment of a regular tax-supported public recreation service.

In one town after another a permanent recreation program is set up. These are examples from Illinois: "The City of Decatur in October 1936 voted 2 to 1 for a permanent local recreation system, supported by a tax. The same proposition had been defeated in the spring of 1935. It was a vote of approval for the program carried on for the last ten months with the aid of the WPA." In Sycamore a permanent tax-supported program was approved by vote in December 1936; and in Herrin, about the same time, a permanent program was adopted.

The project has ceased to be regarded as temporary and experimental; it has taken its place as a public service along with the public school and the public library. From Oregon comes the report: "A year ago our difficulty was to find sponsors; today it is to satisfy the demands of sponsors for more workers. Klamath Falls, Salem, Eugene, Albany, Lebanon, St. Helena, Astoria, Forest Grove, Hillsboro, Port Oxford, Corvallis, La Grand, Baker, Pendleton, Oregon City and Woodburn are providing in their city or school budgets money to furnish supervision, workers and materials for a recreation program."

State enabling legislation is put through to make it possible for localities to appropriate tax funds for public recreation. The first appropriations are small; the next ones are larger. Compare, for example, the successive appropriations for public recreation in Huron, South Dakota:

1933 and earlier	$ -
1934	100
1935	500
1936	600
1937	2,385
1938	5,000

If the towns did not want recreation, the projects would be closed out. But the demonstration program has been successful. From Idaho we hear: "During campaigns for city elections, mayors and other city officials advocated, as part of their platform, permanent community recreation in Pocatello, Twin Falls, Boise, Coeur d'alene."

It become a question of when the community can afford to take over WPA recreation work and the most indispensable of the WPA workers. In many places the town or county is paying supplementary expenses to WPA recreation directors and supervisors, with the under-

standing that regular salaries for them will be included in next year's budget. Permanency is not gained at a single bound; but State, county and local public recreation programs are everywhere in transition from the earlier to the later stages described here.

So much for the method by which WPA recreation projects are set up in communities and built into community life by Recreation Councils. It will be necessary to deal more briefly with the principles which guide its workers.

Principles Which Guide the Program

The success of the WPA demonstration program of public recreation is probably due to a very great extent to the ideas which underlie it. The proponents of these ideas do not call them WPA ideas; they are older than the WPA, and they have a significance which reaches beyond these projects. Just as the builders of a pioneer log schoolhouse in the wilderness looked forward to ample public education for the whole American people, so the workers in this WPA recreation program look forward to ample public recreation for all. Democracy is the basis of both ideals, and the WPA recreation program is democratic. But it is distinctly not intended in any limited way as a program "for the poor". It is intended for everybody. The WPA recreation program provides services for those who are most in need of them, but they are the same recreational services that we all need.

People need recreation not because they are poor, or rich, young or old, but because they are people. A democratic leisure-time program is one intended for all of us, on the theory that the best is none too good for the American people.

It is no new discovery in the recreational field that large

numbers of people have tended to become mere spectators, while an expert few put on a professional exhibition; and it has often been pointed out that too much looking on and not enough actual playing makes Jack a dull fellow. When Jack is given half a chance he participates in play himself. It is lack of time, lack of places to play, lack of leaders, and lack of money to pay for these things, that keeps Jack on the sidelines.

Commercial recreation has recently made great advances in providing certain facilities for active play to the upper middle class; but it has failed to serve a much vaster number of people. Commercial recreation has reached the larger public chiefly in providing them with the opportunity to be audiences of movie and radio entertainment. Public recreation, however, can offer America's millions the opportunity to participate actively in practically every kind of recreation - a far vaster range than that which commercial enterprise can enter upon profitably, except in the manufacture of apparatus.

Public recreation is now engaged in moving into this vast field. It disregards the notion that some sports are aristocratic or exclusive. It takes in all the popular outdoor and indoor sports and games, and provides facilities, apparatus and training for them. But it does not confine itself to this group of physical activities. It increasingly provides the opportunity to engage in more creative activities, including handicraft and the arts. These forms of recreation, though less widely advertised than competitive sports, have in fact a wide appeal and give special satisfactions that meet important recreational needs.

Public recreation, under the stimulus of WPA projects, now seeks to achieve a well-rounded program - a program for all four

seasons of the year, for town and country, and for adults as well as children. It is no longer content to concentrate upon a few competitive activities for a limited age group, chiefly of city boys. It seeks to provide recreational satisfaction to the widest possible number of people.

This breadth of service is the democratic idea in the WPA demonstration program. It is no part of the democratic idea that public recreation will in itself cure economic ills - still less that public recreation should be used to keep the masses contented with their lot. The only connection of public recreation with economic reform consists in the fact that recreation touches life at many points, and that communities which have awakened to this social need will awaken also to other social needs. The democratic idea of recreation is one of disagreement with the drillmasters who put too much dutifulness into play. The WPA recreation program is imbued with the conviction that play must remain governed by free individual choice. The final purpose of the program is to get recreation taken care of by local communities; and it is thus the very opposite of a totalitarian State program of regimented recreation for militaristic purposes.

Training Project Workers

Lastly, let us turn to the workers and their training in the WPA recreation program. Recreation work is a comparatively new and very broad field, for which formal training is not yet provided in most of our educational institutions, and in which standards of professional competence are still in the making. Public recreation work has been a fairly recent development. In 1935 the National Recreation Yearbook reported for the whole country only 2,606 professionally trained recreation leaders

with full-time employment in municipal departments. About twice this number of trained recreation workers were probably then unemployed. A little later in January 1936, on the rolls of those eligible for work relief, were over 4,000 people designated as playground and recreation workers. Most of these, however, were concentrated in a few of our largest cities.

In order to carry out a recreation program with projects scattered throughout the nation, it would be necessary to make use of many people who had done actual recreation work but not on a professional basis (as in college activities); of others who had done teaching in handicraft, music, art and other fields which have recreational values as well as specifically cultural or professional significance; of trained social and welfare workers; of a limited number of people with some special skill cultivated as a hobby (wood-carving, for example); and finally, under supervision, of untrained people who wanted to do recreation work and who appeared to have the necessary ability.

A survey of the personnel in August 1937, covering 26,515 individuals, shows the composition of the project rolls after two years. We find that 41.6 percent of all the workers in the program have had some college education, and 84.9 percent some high-school education or better, while over 1,500 workers have had one or more years of graduate study. Women had on the average a greater number of years of schooling than the men. The workers with little formal schooling were selected because of their possession of unusual skills of value to the program. The figures include a small proportion of office and maintenance workers, as well as leaders, supervisors and teachers.

Among men workers in the program the largest group is that of professional and technical workers (3,654), including 320 playground and recreation workers, 527 physical training and athletic directors, 177 professional athletes, 722 musicians and music teachers, 194 artists, sculptors and teachers of art and designers, 744 other teachers, 229 actors, and 172 social and welfare workers. The group of 1,859 previously-inexperienced men workers includes 1,739 students.

About 38 percent of all the workers, as shown by this survey, are women. 3,158 women are professional and technical workers. These include 240 playground and recreation workers, 177 physical training and athletic directors, 2 professional athletes, 387 musicians and music teachers, 100 artists, sculptors, teachers of art and designers, 1,594 other teachers, 160 actresses, and 201 social and welfare workers. It will be noted that teachers are highly represented.

With regard to various other kinds of white collar workers there are definite professional standards to which they must measure up in order to be assigned to a particular project. Boards of musicians, for example, pass upon the qualifications of people who claim assignment as musicians; and there are similar tests for painters. But standards in recreation work are by no means so definite. Proficiency in recreational activities of one kind or another, qualities of leadership, intelligence and adaptability were sought for; and actual work on the project constitutes a severe test of capacity. From the beginning there has been a program of continual training on the project, with brief intensive periodic training at recreation institutes.

In a summarized report of the findings of a survey of the in-service training program it is remarked upon as significant that "in a

large number of States the training staffs and supervisors used, in addition to the lecture method, a variety of informal methods" -- such, in fact, as are now used in progressive schools, which involve participation rather than listening to lectures and taking notes.

The report gives great credit to the training for the success of the WPA recreation program. In two years, it is pointed out, such changes as these have widely occurred: - "from a training program quickly formulated to meet the specific needs of ill-equipped workers, to a more completely planned and broader training program; for a meager, scattered system offering major training in the physical activities, to a well-organized State-wide plan emphasizing cultural activities; from a predominance of untrained workers, to a majority of skilled workers showing better attitudes, real understanding of the job, and potentialities for extended services; from a complete lack of knowledge of leadership techniques to some understanding of group work principles; from the use of formal methods of pedagogy with large groups, to the application of progressive recreational methods with small groups; from emphasis on the needs of the individual worker, to emphasis on the needs of the community in terms of recreation; from misunderstanding, apathy or actual opposition on the part of citizens, to the growth of community interest and the organization of citizens' advisory groups."

Colleges, universities, and normal schools have assisted the training program with plant, equipment, and personnel. The benefits have been reciprocal. This cooperation has given impetus to the movement for inclusion of integrated Recreation courses into college curricula. Training for Recreation leadership has been recognized to be

as important as teacher training. In order to plan for curricula including these courses, representatives of 25 colleges and a number of government agencies held a conference at the University of Minnesota in December, 1937 under the joint sponsorship of that University and of the Recreation Division of the WPA. Model curricula tentatively established there have already been given consideration by many colleges now revising their curricula.

Employment in the recreation program is widely recognized as having unusual results in rapid rehabilitation of men and women who were suffering from the discouragement and other bad effects of unemployment. One indication of this is the fact that many of these project workers have secured regular employment with public or private recreation agencies. Though no official records are kept of re-employment, a recent questionnaire elicited definite information showing that over 2,000 former project workers are now in regular recreation employment. A still larger number of workers have gained employment in fields other than recreation as a result of the skills acquired on the recreation project.

It is difficult to measure the number of people reached by WPA recreation work; "participant-hours" can be counted, however. The August 1937 survey recorded for one week 16,394,300 participant-hours spent by people in WPA recreation activities all over the country--70 percent of these hours being spent in physical activities, 15 percent in social activities, and the rest in cultural activities. Of the participants, 61 percent were under 16 years of age, 26 percent between 16 and 25, and 13 percent over 25 years.

The physical activities reported include swimming, life saving, wading for small children; baseball, softball, basket ball, volley ball, football, soccer, tennis, paddle tennis, badminton, skating, fishing, archery, marksmanship, golf, track meets, gym meets, tumbling, fencing, boxing, wrestling, bowling, horseshoes, quoits, croquet; group play, hiking, camping, play-school activities, bicycling, street showers.

Social activities include cards, checkers, chess, ping-pong, box-hockey; dancing (ballroom, folk, social, square, tap); picnics, parties, community nights, pet shows, fashion shows, carnivals, parades; story hours, club meetings, social games.

Cultural recreation includes art and crafts (sketching, painting, modeling, casting, photography, developing and printing, block printing, leather craft, wood craft, lantern making, kite making, needlework, knitting, crocheting, embroidering, weaving, rug making, sewing, cooking, metal working, model airplanes, pottery); dramatics (plays, drama, festivals, marionettes, vaudeville, radio broadcasting); music (community "sings", orchestras, harmonica bands, drum and bugle corps, choruses, concerts); lectures, forums, discussion groups; art, music and literature appreciation; nature study, folk lore.

To observers it appears probable that music, handicraft, dramatics, and various combinations of these (as found in community festivals, for example), are developing an extensive public recreation program of deep cultural significance.

In addition to community recreation projects there are a small number of workers employed under medical supervision in therapeutic

recreation projects in hospitals and institutions. In this field of work experts expect results which will cast light upon the question of precisely what the mental and spiritual benefits of recreation are for all of us, and why particular kinds of recreation produce particular results in diminishing anxiety and increasing self-control and self-respect.

We are still only at the beginning of the creation of a democratic program of leisure-time activities for the American public, but the WPA recreation program has turned a new page in social history by teaching thousands of communities how to secure for themselves the benefits of public recreation.

14029

FEDERAL RECREATION PROJECTS -

COMMUNITY ORGANIZATION FOR LEISURE

RECREATION DIVISION
WORKS PROGRESS ADMINISTRATION
WASHINGTON, D.C.

January 20, 1939

(Reprint of Section IX of "Government Aid During the Depression to Professional, Technical and Other Service Workers", published by the Works Progress Administration, Washington, D.C., May, 1936)

14029

FEDERAL RECREATION PROJECTS--COMMUNITY ORGANIZATIONS FOR LEISURE

It has only been in the last few decades that the American public has begun to be aware of its lack of normal opportunities for recreation. The situation was first presented to us as a problem of underprivileged childhood and youth in congested cities. Children had no place to play except the streets; adolescent boys and girls had few opportunities of amusement except those supplied by unscrupulous commercial interests which were not at all concerned with the welfare of youth. City homes were not, as small-town homes had been, the natural and adequate social centers of adolescence; nor were city neighborhoods what small-town neighborhoods had been, friendly cooperative social institutions. The small-town yard had disappeared, and gone too was the old easy access to the open countryside. The needs of childhood and youth, as eloquently urged by Jacob Riis, Jane Addams and a generation of pioneer social and settlement workers, began to be met by the creation of parks and playgrounds, gymnasiums and clubs, boys' and girls' organizations and camps, recreational workshops and social centers. As with all such measures in our rapidly changing industrial civilization, the needs grew far more rapidly than facilities were provided.

It may be strange that play should require a philosophy to justify it. But the Puritan pilgrims to New England who set the stamp of their thought so sternly and so lastingly upon our American views of life, did not approve of play. "The Devil finds some mischief still for idle hands to do," was the way they summed the situation up. They had observed in a crowded and commercialized England that the instincts of play could be exploited and corrupted, turned into the channels of vice and crime. Their American descendants of a later period know that well enough, but they had learned

another lesson--that the instincts of play if given healthy scope flow naturally into the channels of art, of creative work, and of happy social and individual living. The first impact of this new philosophy was upon our public school system, where it won at least a partial victory in the introduction first of music and then of art and even sometimes of shop-work and dramatic work into the curriculum; while in "progressive" schools, usually private and expensive, a more thoroughgoing educational reform has been going on, based upon the principle that play is not extraneous to life but fundamental to it. At the same time, in schools and colleges, in YMCAs and YWCAs, and in professional activities such as baseball, a cult of athletic sport has been growing to immense proportions. The advent of cheap automobiles brought the country-side more readily within the reach of large numbers of our city population. Women and girls entered actively into sports of almost every kind. It was dimly perceived that not youth alone needed play, but that grown-up people had lost their birthright.

Such was the situation when our prolonged depression presented our population with the ironic gift of many millions of workless hours. Even when a federal work program has provided emergency employment to meet the most pressing needs of our employed, there has remained a youth graduating from our schools and colleges, of which only a fraction can obtain immediate employment. We have homes so heavily burdened with anxiety that children and young people desperately need to escape from them into the magical forgetfulness of play. We have grown-up people whose future prospects have been shattered, and who are the prey of gloom and anxiety unless they can refresh and recreate their minds with some of the many activities which are to be found in the large realm of recreation. Play now assumes an emergency importance in American life. It was soon realized how far behind

hand we were in our previous provision of recreational facilities for the public.

Here was an opportunity of which the federal work program took advantage, by providing employment in the construction of new and the improvement of existing parks and playgrounds, athletic fields of all kinds, grandstands and amphitheatres, auditoriums, gymnasiums, community and recreation buildings, children's camps, swimming and wading pools and bathing beaches, winter sport facilities such as ski jumps and skating rinks, golf courses, tennis courts, rodeo grounds and tourist parks, throughout the United States. Some statistics of such construction will be given further on in this memorandum (Section XI.). The part of the work program devoted to the construction and improvement of such recreational facilities is large not only because of the great need for such work but also because it uses unskilled, semi-skilled and skilled labor in the proportions in which they are most generally found on the relief rolls.

At the same time the situation offered federal work-program employment to recreation teachers and leaders--not only to athletic and playground workers, but to a variety of teachers and leaders in handicraft and the arts, such as must be included in a comprehensive recreation program. These federal recreation projects are now grouped together in a broad Community Organization for Leisure program, which cooperates with the activities of the music, theatre and art projects and of the National Youth Administration.

The functions of the Community Organization for Leisure project are more or less suggested by its title. These federal activities are in a field which is already occupied by many private but public-spirited and

active organizations. There is an impressive list of such organizations.* The situation in any community might be represented by a map with dots scattered about in it; these dots are the existing organizations which promote recreation--and one of the functions of the federal recreation project is to fill in the gaps and provide cooperative means by which all these scattered activities can be united in an effective community network for the benefit of youth.

In detail, the needs are so great that there is ample opportunity for the introduction of federal activities. Every swimming pool, new and old, needs an instructor who is also a life-guard; every playground needs expert supervision; every community center needs teachers of athletics, games, handicrafts, arts, dancing and dramatics. In March 1936 some 33,500 recreation workers were employed on the federal program, and more will be required to make the best public use of our recreational facilities.

Another important function of the federal projects is to bring about a well-rounded recreation program. A high degree of competitive efficiency in sports is not possible for all participants, and a really good recreation program will broaden its opportunities so as to include all individuals who need and desire recreational satisfactions. Recreation may even be described as a form of rest, contemplation or meditation--especially for people upon whom civilization imposes a rapid tempo of existence. There are rural recreation problems as well as city recreation problems to be dealt with.

*Granges, 4-H Clubs, Y.M.C.A., Y.W.C.A., Y.M.H.A. Parent-Teachers Associations, Settlement Houses, Police Departments, Boys' Clubs, Labor Unions, Cooperatives, Campfire Girls, Church Clubs, Park Departments, Service Clubs, Public Libraries, Lodges, Universities, Boards of Education, Recreation Boards and Commissions, Boy Scouts, Community Centers, Neighborhood Houses, National Recreational Association, Girl Scouts, School Clubs and Organizations, Women's Clubs, Departments of Welfare, Educational Organizations.

There are health problems which need serious attention. Moreover, there are recreations appropriate to all the twelve months and four seasons of the years, and a well-rounded program will be a year-round program.

It will also be a democratic program. American recreation in the past has presented a peculiar and paradoxical psychological situation in which a spirit of equalitarian democracy is streaked through with ruthless snobbishness. The creation of public recreational facilities goes far to stop the building up of artificial caste barriers among youth. The Negro in many communities has been discriminated against in recreational as well as other benefits of our civilization. A federal program can help in many ways to promote the spirit of democracy in recreation.

In carrying out such a program--in integrating and supplementing and broadening the scattered recreational services already available--the federal program can intensify the community interest in these activities and help them to become more than ever before a joint community effort. The organization of festivals in which all community recreational organizations are represented has been found to be a very effective means to this end. Here it is able to call upon the service of workers in the federal theatre project, and especially those trained in community drama technique.

This description of federal recreation activities has placed in certain respects an undue emphasis upon existing organizations. It is true that in many communities the first effective work in this field has been done by federal projects, while in all large centers vast proportions of all recreation activities are carried on with federal leaders and teachers. However, it is definitely the aim of the federal recreation program to stimulate communities to take over in adequate measure all the kinds of services

which it now provides. What it wishes to leave in our American cities, towns and rural areas is not a permanent federal organization but an example, a guiding spirit--guiding only by virtue of its enlightening force--and a trained personnel of workers. There is in New York City a Recreation Training School for recreation workers on projects in the metropolitan area, and throughout the country there are state-wide conferences of recreation workers for instruction and guidance in the principles and in the methods and techniques of their work. This is in certain respects a new profession, in which standards are now in the process of being established, especially in the matter of functional community service.

At this moment--the winter program of ski-meets, skating tourneys, and indoor group activities being over--the WPA recreation program is turning to meet the opportunities of spring and summer. Play and camp programs are beginning operations. In New York City the day-camp project transports children to outlying parks for full days of nature study, supervised play pioneering, woodcraft, handicraft and other activities correlated with the school curriculum.

Community participation in a leisure-time program is exemplified by a recent Playground Circus held in Evansville, Indiana. The affair was organized in the city's playgrounds, and constructed in the craft shops, participated in by over five hundred children and enjoyed by over seven thousand spectators of all ages.

In another Indiana County, National Boys' and Girls' Week will devote two days to the WPA recreation program of sports, community music and dramatic tournaments.

Shut-ins throughout the country are reached by special projects conducted in hospitals and other institutions. In Rockford, Ill., swimming classes are provided for crippled children; and the local board, recognizing the value of the work done by the WPA recreation leader, who transported the children daily to a private swimming pool for their lesson, recently voted $34,000 to build a swimming pool at the Henry Freeman School for Crippled Children. Many other towns and counties are responding to the work of the emergency program by establishing permanent programs financed from regular funds.

Remedial work is the purpose of a juvenile delinquency project carried on in conjunction with the Council of Social Agencies in Philadelphia, where 30 recreation leaders are cooperating with child-guidance clinics, boys' clubs and settlement houses in a group program which has already proved its value by reducing juvenile delinquency.

Each recreation project of the WPA operates with the aid and advice of local committees. In 267 cities and towns of Michigan, and in every county of Pennsylvania, cooperating and participating councils have been organized. This program of community organization has been successful in obtaining local support in many states throughout the far West and South which never before have had public service programs. At a meeting held recently in Tallahassee, Fla., members of these sponsoring committees drove as far as forty miles to discuss recreation, some in carts drawn by oxen. The response to the program is shown by the fact that there are now more than ten thousand active cooperating committee members for federal recreation projects.

In Nashville, Tenn., the establishment of a recreational center for Negroes was made possible by the donation of an 18-room residence, coal, heat, and light being contributed by local community members; now over a hundred people daily take part in such activities as choral groups, reading groups, amateur dramatics, discussion groups, and active games and sports. In Atlanta, Ga., an unused building in the business district has been converted into a boys' club.

Similar services for low-income groups are carried on in Boston, where twenty-nine reading and game rooms are attended daily by 18,000 young men. In San Francisco the recreation program has made a special effort to provide recreation activities for workers on other federal projects. Inter-project teams in basketball have conducted tournaments throughout the winter, and with the coming of spring, baseball and softball will begin. As a result of these federal recreation projects everywhere, American counties are beginning to be aware of important social services which they have never before had any adequate opportunities to enjoy. America is beginning to learn to play as never before, under the stimulus and opportunities provided by the federal recreational program.

These projects are all included under the term of Community Organization for Leisure, with the intention of emphasizing the goal of their operations rather than their present emergency status as federal work-relief activities. The social and educational ramifications and implications of recreation work are wide and important, though not as yet clearly defined. The current tendency is not to define the value of such work too narrowly in terms of help to underprivileged youth or even to youth itself, but to

work out in significant practice all the community benefits of leisure-time activities. It is recognized that the play realm in the broadest sense is a realm in which young people and grown-up people can meet again in mutually enriching relationships, and that the human values once secured in the home and the neighborhood under the social circumstances of an earlier day can be regained in this recreational realm. In effect, the aim of all these efforts is to make a larger home, a larger yard, a larger neighborhood, out of each community in which we live. This is probably best achieved by not stressing, as has formerly been done, the purpose of "preventing crime," etc.--or according to some more recent tendencies, seeking to use recreation as a means of solving ultimate problems of economics and politics--but rather, in the words of President Roosevelt addressed to the recent Recreation Congress in Chicago, by giving "increasing thought and time to this great democratic method of providing recreation for all the people, untrammeled by any motive except that of living fully and richly."

WORKS PROGRESS ADMINISTRATION

For Release to Newspapers
Sunday, June 25, 1939.

WPA RECREATION PROGRAM LARGELY RURAL; SPONSORSHIP SHOWS INCREASE

The recreation program of the Works Progress Administration is predominantly rural in its application and more than 85 percent of its projects are operated in communities which have no recreation programs of their own, Colonel F. C. Harrington, Administrator, said today on the basis of a recently completed survey of the program.

Sponsors' contributions for recreation projects amounted to 23.6 percent of the total cost of the recreation program during the quarter ending March 31, Colonel Harrington added. This is the highest percentage since the beginning of the program in 1933. Total cost of the WPA recreation program during the quarter was $11,881,196, the Administrator said. Of this amount $2,809,430 was provided by sponsors. All but three percent of the Federal funds went into wages for the more than 41,000 persons employed on the program.

The report was made to Colonel Harrington by Mrs. Florence S. Kerr, Assistant Administrator in charge of the Professional and Service Division under which the recreation program operates.

"The WPA recreation program has been largely a pioneering endeavor," Mrs. Kerr stated in her report. "We have found that in approximately 85 percent of the communities in which we operate there had never been any previous public provisions for recreational activity.

"In addition to this, we have been able to show the feasibility and desirability of organized recreation programs in small towns and rural communities. The concept of organized recreation as being limited to children's playgrounds in crowded cities has been overcome. Public officials and community leaders have come to recognize the need for recreational opportunities for all the people regardless of economic status or where they live. It is a necessary complement to a civilization which has doubled its budget of leisure in less than a quarter of a century."

The report shows that WPA recreational projects are operated in 7,086 communities throughout the country. Of these 4,886, or 69 percent, are definitely rural, with populations of 2,500 or less. Twenty-five percent of the projects are in communities with populations varying between 2,500 and 25,000. More than half the persons employed on recreation projects are located in these small and medium-sized communities. Cities of larger population have fewer individual projects, the report shows, but employ a greater number of persons per project. Thus, 31 percent of the employment is accounted for by communities of 100,000 population or over.

In 86 percent of the communities represented, the report continues, WPA provides the only source of organized public recreation activity, 6,059 of the total of 7,086 having no such programs of their own under either county or municipal auspices. And of the 1,027 communities which do provide recreational activities of their own, it is shown, only half make such provisions on a year 'round basis. Almost without exception, Mrs. Kerr declared, these year 'round programs are confined to the larger cities.

Contributions by sponsors to recreation projects has shown a steady increase throughout the life of the program and reached a peak of 23.6 percent at the close of the last fiscal quarter, it is shown. State boards of education and departments of welfare are principal sponsors of recreation projects on a state-wide basis, it is stated, while more than 10,000 school boards, boards of county commissioners, civic clubs, parent-teacher organizations and similar groups act as local sponsors of individual projects.

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WPA RECREATION PROGRAM

Philosophy

The provision of Recreation leadership programs for the creative use of leisure is necessary today because:

1. Leisure time has increased for everyone with decreasing hours of work.

2. We must now get in leisure time those physical, mental and emotional satisfactions which regimented and monotonous labor does not provide.

3. The tempo of an industrial civilization and the noise and dirt of urban living must be balanced with periods of relaxation, social contacts and experience with nature.

Major Objectives

1. To give employment to qualified white-collar workers on relief as leaders of public Recreation activities, which will result in:

   A. The preservation of the skills of these workers so that they will be prepared to take other types of employment when it is offered.

   B. The development of these skills as tools in recreation and the training in leadership of these workers to the end that those best qualified may be employed in the steadily increasing number of public and private recreation systems other than the WPA Program.

2. To provide leisure-time organization, leadership and service to urban and rural communities in cooperation with local governmental and private agencies, which will result in:

   A. A free Public Recreation Program for all the people -- adults and children, rich and poor, all creeds and colors.

   B. A year-round Recreation Program operating in winter as well as summer.

   C. A sufficient number of attractive facilities for recreation so that one will be easily accessible to every member of the population.

D. A sufficient variety of leisure-time activities so that each person will find one which interests him.

E. A democratic program giving the participant a part in the planning of the program and a free choice of the activities in which he will participate.

The Leaders

In 1935 there were only 2,606* Recreation leaders employed full-time by local public agencies; so there were not a great many workers with Recreation leadership experience on the relief rolls. White-collar workers on relief whose previous education and skills could be adapted for Recreation use were placed on the project and given intensive pre-entry and in-service training for their work. This training continues for all workers from two to five hours a week.

Recreation leaders are comparatively young. Their median age is 33 years. 57% are under 35--in their most active years. Only 7% are over 54. Recreation leaders are better educated than the national average. 42% went to college against a national average of 7%. 43% went to high school as against 26%. Only 15% had only elementary school education compared to 67% for the nation. As a result of their training on the project, more than 5,000 of these leaders have already found permanent employment in local Recreation agencies. It is estimated that there is still a need in the field for 80,000 Recreation leaders during the next few years.

The Program

Recreation projects are state-wide. The official sponsor is ordinarily the State Department of Education, the State Department of Public Welfare, or the State University. 23.6% of the cost of the program is contributed by these sponsors. This is the highest percentage since the beginning of the program in 1935 and is considerably higher than the total for all WPA programs. This will have to be raised to 25%, however, to comply with the new 1939 relief bill. All but approximately 3% of Federal funds go for payment of wages to relief leaders; materials, equipment and facilities are contributed by local sponsors.

The program operates in 7,085 communities and some 15,000 job locations. 69% of the communities in which the program operates are definitely rural, with populations of 2,500 or less. Local programs are co-sponsored by mayors, city councils, county commissioners, Departments of Recreation, park boards, or school boards.

*National Recreation Association, June, 1936 Yearbook.

In each community the program is assisted by an advisory council of agencies and individuals interested in Recreation who participate in the planning and operation of the program. They interpret the program to the community and gain support for it from the public. More than 35,000 people are now serving on these councils.

The program makes use of every area and building which the community offers, including playgrounds, parks, community centers, school buildings, camps, athletic fields, swimming pools, bathing beaches, settlement houses, government housing projects, institutions for the defective, delinquent, and dependent, picnic areas, auditoriums, gymnasiums, skii trails, etc.

Attached is a sheet listing some of the leisure-time activities organized and supervised by the Recreation Program. Participants in the Program are free to take part in any of these activities they choose.

More than 5,000,000 people per week participate in the Recreation Program. This does not include the number of spectators. About 40% of these participants are adults.

The Recreation Program was introduced into many small communities which never before enjoyed the benefits of public Recreation service. A recent survey has shown that in 86% of the communities in which the Program operates, WPA provides the only source of organized public recreation activity. In a good number of cases, the program has met with such local public favor that it is now being carried on by local public agencies established for that purpose and supported by local tax funds. Often the advisory councils of the program have become the nucleus of the public Recreation commissions. Also many of the leaders in the Emergency Program have received permanent jobs in these new agencies.

In larger communities, where other Recreation existed previous to the Emergency Program, the relief leaders have supplemented the local program and extended it to new groups, new areas and new activities.

The Future

In accordance with the 1939 relief act to furlough for 30 days all workers who have been in continuous employment for 18 months, it is estimated that about half of the 40,000 Recreation workers on the Program will soon be laid off. To be re-employed, these people will have to be re-certified as in need of relief and wait their turn to be called. Since the

entire WPA is gradually being curtailed, very few of these 20,000 trained recreation leaders will be brought back on the WPA Recreation Program. What will happen to them? Will they be absorbed by local recreation agencies? And what about the future of the WPA Recreation Program? These are questions that can be answered only by the citizenry throughout the country. If recreation workers do receive jobs in local communities as they are cut off from WPA and these local communities do launch their own permanent recreation programs, then the two major objectives of the WPA Recreation Program will have been accomplished.

Recreation Section
Professional and Service Division
Work Projects Administration
1734 New York Avenue
Washington, D. C.

August 11, 1939

A325

PARTIAL LIST OF ACTIVITIES, WPA RECREATION PROGRAM

ART
CRAFTS
Basketry
Kites
Toys
Clay Modeling
Sculptoring
Pottery
Painting
Sketching
Designing
Leather Craft
Photography
Silk screen printing
Bead work
Quilting
Batiks
Needlework
Weaving
Rug Making
Hooked rugs
Metal Craft
Woodworking
Chip Carving
Whittling
Model Aircraft
Bird Houses
Boat construction

SPORTS
ATHLETICS
Skating
Skiing
Winter Sports
Tobogganing
Hockey
Swimming
Lifesaving
Water sports
First aid
Baseball
Volleyball
Basketball
Badminton
Tennis
Bowling
Archery
Fencing
Wrestling
Quoits
Marbles
Softball
Football
Soccer
Golf
Track meets
Boxing
Horseshoes
Croquet
Bicycling
Boating
Tumbling

MUSIC
Community singing
Orchestras
Drum and bugle corps
Choruses
Bands
Folk songs
Rhythm bands

DRAMATICS
Puppets
Marionettes
Vaudeville
Radio broadcasting

CHILDREN'S PLAY CENTERS
Story telling

DANCING
Ballroom
Folk
Social
Square
Tap
Ballet

GAMES
Checkers
Chess
Ping-pong
Box-Hockey
Clubs
Hobbies

NATURE LORE
Hiking
Camping
Picnics
Gardening

SPECIAL EVENTS
Water Carnivals
Ice carnivals
Playground circus
Pet shows
Forums
Festivals
Play days

RECREATION - 1941

COORDINATOR OF HEALTH, WELFARE, AND RELATED DEFENSE ACTIVITIES

For AM release
Friday, July 11, 1941 PM 700

Recreation for defense workers and their families will be surveyed on a nationwide scale Friday, July 11, at a conference called by Federal Security Administrator Paul V. McNutt. As Coordinator of Health, Welfare and Related Defense Activities, Mr. McNutt has asked more than 20 outstanding representatives of organized labor, industrial management, voluntary organizations and Federal agencies to discuss leisure time problems in defense communities with the Recreation Division of the Coordinator's Office. Those invited include: Ralph Bradford, U.S. Chamber of Commerce; Howard Braucher, National Recreation Association; Allen T. Burns, Community Chest and Councils; K. Kenneth-Smith, United Service Organizations; Philip Murray, Congress of Industrial Organizations; Noel Sargent, National Association of Manufacturers; Robert J. Watt, American Federation of Labor; Charles E. Wilson, General Electric Company; and the heads of interested government agencies.

"In the midst of pressure for defense production this conference offers welcome opportunity to focus attention on recreation as a prime essential to morale among workers," Secretary of Labor Frances Perkins pointed out in a letter to Mr. McNutt. The Secretary's statement continued: "All workers need relief from the strains and stresses of exacting tasks; they require relaxation and recreation -- nothing elaborate -- simple activities and entertainment. Within working hours some of these needs have been met by forward looking employers. But for after work, other needs must be met through public and commercial facilities for

wholesome diversion -- either free or at small cost.....For the constructive use of leisure time, the community, particularly in this crisis, must share responsibility. While good housing, nutritious food and suitable clothing are elementary necessities in building and maintaining morale among workers, ample provision is also essential for recreation. Workers both individually and through their unions can be depended upon to do their part in making these facilities available."

Stressing the need for the intensive nationwide planning toward which this conference is directed, Mr. McNutt said: "On the recreation sector of our national defense program, the Coordinator's Office has given as much consideration to the worker off duty from defense industry as to the man on leave from military duty. Both Charles P. Taft, Assistant Coordinator, and Mark McCloskey, Director of Recreation for the Coordinator, share my concern for this industrial side of the recreation picture.

"The leisure time problems of our millions of defense workers are at least as urgent as those of the men in military service. Many of those coming into defense communities are young and away from home for the first time. Many of them are girls and women. Many of the older men have families with children. All of them are in equal need of wholesome, interesting recreation.

"As Secretary Perkins has pointed out, progressive leaders in organized labor, business management and municipal government have realized that 'all work and no play' makes not merely 'dull boys' but below-par workers. As a result, many established communities have developed varied programs of leisure-time activities. Maintaining these is an essential part

of our present task. But even more important, and far more difficult, is the job of developing adequate public recreation facilities in the over-crowded 'boom towns' of defense industry. All the information in the hands of our Recreation Division highlights the need arising from the threefold pressure of strange surroundings, over-crowding, and the speeding up of industry:

"Defense industry is transplanting hundreds of thousands of people -- among them many girls who are leaving home to take jobs in factories or as waitresses and in other service lines. In many defense towns housing shortages force defense workers and their families to find all their recreation outside their own homes. Children lack any sort of decent, safe play-space. Young unattached workers have nowhere to go but the streets or commercial amusement places, which are often meager or unsavory. With extra shifts being added to speed up industry, thousands of men and women now have free time only at odd hours when recreation facilities are ordinarily not in operation. Opportunities for recreation should be available in the morning and in late evening hours, as well as at more usual times. Without such opportunity for children, young people and adults, health, safety and morale are jeopardized. Wherever thousands of new workers and new families are moving in, indoor and outdoor recreation is a 'must' on the list of community needs. The object of this conference is to survey this problem and to outline ways and means by which communities can meet it. Our Recreation Division and the Coordinator's Office as a whole stand ready to cooperate with this group and with both public and private agencies in giving local communities every possible assistance."

CONFERENCE ON DEFENSE INDUSTRY AND RECREATION

July 11, 1941

Problem Leads

The Premise

Recreation is an essential part of any industrial or community plan for the total welfare of its people. Its need is accentuated by the exigencies of National Defense.

1. Industrial concentration and inadequate housing
2. Twenty-four hour day makes present schedules of recreation inadequate
3. Long hours with little recreation crowds recreation into week-ends of the "bust" type
4. Recreation facilities crowded out by expanded or new plants
5. Increased earnings a tendency to buy undesirable recreation
6. Overtime and speeding up create extra strains and stresses
7. Employment of all adult members of family

Ultimate planning for recreation must be total life planning, and, consequently, whilst it is an individual problem and personal affair, it becomes one primarily of community planning. The neccessity for immediate community planning for recreation is made apparent by Colonel James Waring's picture of the defense impact areas.

The people of America now seek desirable recreation and the prospective employee will desire employment in a community which not only provides a plan for his family to enjoy proper public utilities and education, but also adequate recreation for every member of his family. Desirable recreation is an essential part of the American way of life.

No individual, agency, or community can completely provide adequate recreation. Recreation, fundamentally, must be a problem for community planning aided by county, State, and Federal agencies. The fundamental approach to Industrial Recreation is adequate community recreation. There are many situations, however, where the recreation in the community does not meet the needs of the people. In such cases, industry, employer and employee has the responsibility of doing everything it can to promote effective community recreation and of developing programs of recreation organized around the interest and needs of the industries' personnel. Such a program should be visualized as augmentations of community living rather than duplication of the communities responsibility for adequate recreation.

Problem Leads

1. Necessity for effective community planning in areas expanded by industrial defense activities.

    a. Expansion of industrial area beyond governmental units, including city and county governments.
    b. Need of coordination and central clearance of all agencies concerned with community recreation.
    c. Inadequate public funds to meet immediate demands growing out of defense activities.

2. Restriction of planning due to legislation.

    a. Lack of enabling legislation.
    b. Failure to use existing legislation such as permissive tax levies.
    c. Inadequate financing provisions causing the need of bond issues; state limitations on tax rates; and inadequate tax rates; and unincorporated communities, where there is no method by which to raise funds.

3. Recognition of the need for recreation.

    a. In many communities the importance of recreation planning is minimized and subordinated to planning in other fields.
    b. Need for interpreting to the community the value of an organized recreation program, and the need of keeping the public informed regarding the programs.

4. Need for municipalities, counties, and States to provide ample facilities accentuated by demands of defense industries.

    a. Industrial expansion.
    b. Need for more effective use of public facilities such as schools, parks, etc.
    c. Inadequate planning within and surrounding new housing projects.
    d. Inadequate provision of commercial amusements.

5. Placement of recreational facilities in light of location of home community to industrial sites and public and private transportation.

6. Provision of adequate programs, public, private and commercial.

    a. Program adaptation necessary to meet the needs of special groups accentuated by defense industries such as:

        Programs for women industrial workers.
        Programs for unemployed wives.
        Programs for pre-school and school-age children of employed families.
        Programs for minority groups.
        Programs for different shifts of workers.

7. Availability of proper personnel and leadership.

   a. W. P. A. retrenchment.
   b. Failure to recognize the importance of recreational programs.
   c. Lack of provision for adequate salaries.

COORDINATOR OF HEALTH, WELFARE, AND RELATED DEFENSE ACTIVITIES

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Mr Lloyd

OFFICE FOR EMERGENCY MANAGEMENT

OFFICE OF DEFENSE HEALTH AND WELFARE SERVICES

A G E N D A

Discussion of Recreation Facilities for the District of Columbia

February 18, 1942

Room 5242 Social Security Building
Fourth Street and Independence Avenue

9:15 a.m. - 12 noon	Public Recreation Facilities
	A. Indoor facilities
	1. Use of school buildings
	2. Use of government buildings
	3. Possible construction of new buildings to be used as recreation centers.
	B. Outddor recreation facilities
	C. Facilities for pre-school and after school care.
12 noon - 1 p.m.	Recreation Facilities in Housing Projects
1 p.m. - 2 p.m.	Recess
2 p.m. - 3 p.m.	Private Recreation Facilities
	Recreation facilities in social agencies
	Recreation facilities in churches
	Other private recreation facilities
3 p.m. - 3:30 p.m.	Recreation Facilities in Rooming Houses

OFFICE OF COORDINATOR OF HEALTH, WELFARE, AND RELATED DEFENSE ACTIVITIES

DIVISION OF DEFENSE RECREATION

A G E N D A

Conference on Defense Industry and Recreation

July 11, 1941

Room 5242 Social Security Building
Fourth Street and Independence Avenue

Mr. Paul V. McNutt
Coordinator of Health, Welfare, and Related Defense Activities
Chairman

9:30 a.m.	Greetings	Hon. Frances Perkins, Secretary of Labor
	Defense Industry and the Coordination of Health, Welfare, and Related Defense Activities	Mr. Charles P. Taft, Assistant Coordinator
	Concentrations of defense impacts and their significance for Recreation Planning	Col. James Waring, Chief, Plant Location Section, Office of Production Management
	The program of the Division of Defense Recreation and the problem as we see it.	Mr. Mark A. McCloskey, Director of Recreation
	Brief presentation by representatives of problems which need immediate attention	
1:00 p.m.	Recess	

Mr. Charles P. Taft
Assistant Coordinator of Health, Welfare, and Related Defense Activities
Chairman

2:30 p.m.	Development of Recommendations for Future Action	
	Summary of morning's discussion	
	Recommendations and discussion	

CONFERENCE ON DEFENSE INDUSTRY AND RECREATION
July 11, 1941

PARTICIPANTS

Chairman - morning: Mr. Paul V. McNutt,
Coordinator of Health, Welfare, and Related Defense Activities

Chairman - afternoon: Mr. Charles P. Taft,
Assistant Coordinator of Health, Welfare, and Related Defense Activities.

Mr. Mark A. McCloskey
Director of Recreation, Federal Security Agency

Anderson, Mary (Miss),
Director, Women's Bureau,
United States Department of Labor

Anderson, Joseph,
Chief of Rental and Community Relations Unit,
Defense Housing Division,
Federal Works Agency

Buell, Bradley,
Community Chest and Councils, Inc.

Compton, Ralph T.,
National Association of Manufacturers

Dill, William L.,
Regional Director, Region III,
Social Security Board

Fitzpatrick, F. Stuart,
Manager of Construction and Civic Development Department,
United States Chamber of Commerce

Hillman, Sidney,
Associate Director General,
Office of Production Management

Huppock, Matt C.,
Supervisor of Recreation and Land Planning,
National Park Service

Kenneth-Smith, K.,
United Service Organizations

Lenroot, Katherine F.,
Chief, Children's Bureau,
United States Department of Labor

Lloyd, Frank S.,
Assistant Director of Recreation,
Federal Security Agency

Murray, Philip,
President, Congress of Industrial Organizations

Noren, Arthur T.,
Regional Recreation Representative, Region III

Radin, Rhea (Miss),
Recreation Representative
Federal Security Agency

Rivers, Thomas E.,
National Recreation Association

Rogers, James E.,
Regional Recreation Representative, Region IV

Romney, C. Ott,
Director of Recreation,
Work Projects Administration

Rosenberg, Anna M. (Mrs.),
Regional Coordinator, Region II,
Social Security Board

Rowe, Helen (Miss),
Regional Recreation Representative, Region VIII

Strong, Esther (Miss),
Technical Recreation Advisor,
Federal Security Agency

Tracy, Ralph A.,
Regional Recreation Representative, Region I

Ver Lee, Jay M.,
Regional Recreation Representative, Region II

Ward, Raymond,
Supervisor of Youth Service Unit,
Bureau of Employment Security

Waring, Col. James,
Chief, Plant Location Section,
Office of Production Management

Watt, Robert J.,
International Representative,
American Federation of Labor

White, Howard L.,
Chief of Community Relations,
United States Housing Authority

Williams, Arthur,
Assistant to Director of Recreation,
Federal Security Agency

Zimmer, Verne A.,
Director, Division of Labor Standards,
United States Department of Labor

Telephone DU pont 6162

MIDDLE ATLANTIC SECTION — JEWISH WELFARE BOARD

REGIONAL ORGANIZATION OF
Y. M.-Y. W. H. A.'s AND JEWISH COMMUNITY CENTERS
1529 SIXTEENTH STREET, N. W., WASHINGTON, D. C.

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FIELD SECRETARY

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Secretary
JOSEPH ROSENZWEIG
Executive Director
LOUIS KRAFT

*Members of the National Executive Committee, residing within the Federation

IRVING LEHMAN, *Honorary President*

WOMEN'S BUREAU
MAY 16 1941
DEPARTMENT OF LABOR

May 15, 1941

Miss Mary Robinson
Division of Public Information
Women's Bureau
United States Department of Labor
Washington, D. C.

Dear Miss Robinson:

Please accept my apologies for not sending the letter-head earlier. Kindly note background of the form contains the list of our affiliated national organizations.

Sincerely yours,

E. J. Londow

E. J. London
Field Secretary

O. K
M R P

INFORMATION SHEET

Young Women's Christian Association

Our Government has authorized us, as one of six of the United Service Organizations, to serve those who are affected by the national defense situation.

National Board, Young Women's Christian Associations, 600 Lexington Avenue, New York, N. Y.

NO. 1 **MAY 16, 1941**

Message from National Board President

YOUR help is needed. A severe strain is placed upon the young people of our country. The Young Women's Christian Association must draft itself at once to their service.

This is a national problem; for local conditions and resources vary too much for independent local solution. Some communities have been weakened by the withdrawal of young people and families, others overwhelmed by the influx of thousands upon thousands who have moved in through defense training camp and industrial activities. When morale is to be maintained, help must be given at the points of greatest need. Changed surroundings, emotional strain, loneliness, over-work, dull leisure hours, disillusionment—these are the conditions which challenge our leadership!

The publicity concerning the United Service Organizations cannot catch the eye and at the same time set forth in any satisfactory way the personal and social aspect of the services that the Y.W.C.A. is called upon and equipped to render women and girls. Recently, a printed announcement card of the objectives of the U.S.O. campaign was issued by a coordinator in one of the important areas without mention of the emergency needs of women and girls which are to be met through the U.S.O. funds. The Y.W.C.A. protested, and the coordinator replied that such a serious omission would not happen again.

The leaders of the U.S.O. know that the Y.W.C.A. has its distinctive contribution to make at this time, and written agreements give full endorsement to this fact. When local arrangements and pronouncements do not substantiate this fact, please write to us at the National Board.

As we work to meet the special needs created by the defense emergency, we realize that we must strengthen and develop the life of the Association at every point. Our work in meeting a national emergency is not an extra program; it is the use of the whole Association to meet the everyday needs of women and girls.

MARY S. INGRAHAM

Y.W.C.A. Representatives on the U.S.O.

Members of Corporation:

Miss Lilace Reid Barnes, Chicago, Ill.
Mrs. C. Montague Cook, Jr., Honolulu
Mrs. Robert G. Dodge, Boston, Mass.
Mrs. Bartlett B. Heard, Berkeley, Calif.
Mrs. Eugene Ross McCarthy, St. Louis, Mo.
Miss Rebecca Patton, San Antonio, Texas
Miss Elsa Peterson, Washington, D. C.
Mrs. Charles W. Tillett, Jr., Charlotte, N. C.

Board of Directors:

Mrs. Arthur Forrest Anderson, New York
Mrs. John French
Mrs. Thomas D. Hewitt
Mrs. Henry A. Ingraham, vice-president of U.S.O. Board
Miss Emma P. Hirth

Executive Committee:

Mrs. Arthur Forrest Anderson
Mrs. Henry A. Ingraham
Miss Emma P. Hirth

"Conference Executives"

(the six executives of the participating agencies in the U.S.O.):
Miss Emma P. Hirth

U.S.O. Personnel Standards Subcommittee:

Miss Ann E. Neely
(Miss Neely is the chairman of this subcommittee)

Publicity:

Mrs. Nora Corcoran, assigned to U.S.O. office
Miss Mollie Sullivan, Miss Mary Sims, cooperating on publicity

Campaign Division:

Miss Pauline Schaedler, assigned to U.S.O. office for period of two months on half time—beginning April 21

U.S.O. Accounting Committee:

Mr. Frederick Haller

U.S.O. Committee on Reports and Records:

Miss Myra Smith, vice-chairman of committee

Architectural Committee:

Miss Elsa Peterson, president of Washington, D. C., Y.W.C.A.
Miss May B. Van Arsdale

U.S.O. Committee on Policy and Procedure:

Miss Genevieve Lowry

General Correlator for National Board, Y.W.C.A., for U.S.O. Work:

Miss Genevieve Lowry

Canadian Joint Campaign

"The Canadian Joint Campaign, practically the same organizations as you are working with, has just closed—they reported on it at the Y.W.C.A. Executive yesterday. They were out for $5,500,000. The results are not all in yet, but they have gone away over the top and they anticipate between $6,000,000 and $7,000,000 which isn't bad from a nation of 11,000,000 people."

MISS RUTH ROUSE

Personnel

Names of persons interested in U.S.O. positions may be sent to Miss Dorothy Wells, 600 Lexington Avenue, New York City.

The usual channels of the National Board will be used for recruiting, placing and training U.S.O. workers.

We Answer Your Questions

What Is the U.S.O.?

Under the name, United Service Organizations for National Defense, a corporation has been formed by six national religious and welfare organizations which, with Government approval and cooperation, will serve the spiritual, recreational, welfare and social needs of the men and women in the armed forces and defense industries of the United States. The United Service Organizations, or "U.S.O.," is a planning and coordinating group.

The Young Men's Christian Associations, the National Catholic Community Service, the Salvation Army, the Young Women's Christian Association and the Jewish Welfare Board are well remembered for their services in the World War. The sixth, the National Travelers Aid Association, was asked to participate because of problems created by the vast numbers of transients, army, navy and industrial migrants and their families.

Where Will It Work?

It is obvious that every community in America has some defense needs. The United Service Organizations is established primarily to provide a method by which the people of the nation can help supplement the resources of those defense communities and areas where the nationally created problem greatly overtaxes local resources.

The U.S.O. plans and budgets are created to meet the overload in such defense communities and areas. The U.S.O. budget will not include funds for the normal operations of agencies nor can they provide funds for the emergency needs of other communities.

It is expected that every community in America will assume its proportionate share in the U.S.O. campaign.

What Is the U.S.O. Program?

The United Service Organizations for National Defense contemplates a program of service to men in the armed forces and in military training camps and to both men and women in defense industries.

Their common task will be to provide the normalizing influences not otherwise available in the communities in which these young men and women spend their free time and thereby also contribute to civilian morale. As far as possible, member organizations will strive for a common program, subject to such variations as local resources and needs suggest. At the same time, each organization will seek to render its own distinctive type of service and to make its own distinctive contribution in terms of its philosophy and purpose and established clientele.

Local needs will be the basis of program planning—these to be determined through firsthand study which will include consultation with military authorities, local citizens' groups and government officials. Lay and professional representatives of the U.S.O. will serve on the essential local community-wide planning committees and will function in ways to strengthen these community committees. In no sense are U.S.O. programs to be conceived as substitutes for public recreation, as in the case of "normal" communities. The U.S.O. seeks to avoid any assumption of public agency functions, in particular, mass recreation and large-scale over-night housing.

Programs of member groups will be geared to service to individuals as individuals and to the activities of small groups. The development of friendly and wholesome contacts between those in civilian and military life will be a major function, directed toward helping men in uniform to adjust themselves to their new conditions of life with enthusiasm and high morale.

How Will the Money Be Used?

The President, the Secretaries of War and Navy, and the Federal Coordinator of Health, Welfare and Related Defense Activities are in agreement that the Government shall rely primarily on the U.S.O. for welfare services adjacent to military posts and for strengthening morale among service men, defense workers and civilians in communities where such personnel is found. The Government itself will construct a number of buildings in which the U.S.O. will operate service clubs and will lease other quarters for the use of the agencies. The U.S.O. will maintain the services to be conducted in these buildings.

The U.S.O. will not attempt to raise money for the normal budgets of its component agencies; but $10,765,000 must be raised to operate the programs occasioned by the national emergency.

Where Will the Y.W.C.A. Operate?

A process similar to that used by all the agencies which are members of the U.S.O. is being employed.

Letters from local Associations, conferences, a wide variety of meetings, visits, Government information as to concentrations, military and industrial, have been used to secure a general idea as to which, from the Y.W.C.A.'s point of view, are the places of greatest need.

Representatives from the various national agencies have met together continuously, sometimes with representatives from the Federal Coordinator's office, to check on the places noted.

Local conferences are being held with representatives from the national offices of the U.S.O. agencies, with their local unit representatives, with local community groups and with the field representatives from the Federal Coordinator's office to draw up the plans for each community. This process has begun and will continue until all localities where the U.S.O. will work have thus been agreed upon in joint consultation.

Each community will be expected to meet the demands made upon it by the national defense program to the extent its resources make this possible. The supplementary work to be done by the U.S.O. agencies will be determined by the cooperative planning of the local community groups, the Federal Security Agency's representative and the U.S.O. The Y.W.C.A., with the other agencies, is just now beginning to work upon this planning for the communities most acutely affected by the present defense program.

Information and suggestions from every local Y.W.C.A. and from the various groups within their membership and constituencies are desired.

Who Are the Federal Coordinator's Representatives?

Federal Security Administrator, Mr. Paul V. McNutt, has been appointed federal coordinator of Health, Welfare, Recreation and Related Defense Activities. Mr. Charles Taft is the assistant coordinator. The office is locating field representatives in each of the Social Security Regions (see pages 4-6) and in some of the communities and areas most affected by the defense program.

How Will the U.S.O. Program Be Directed?

Each agency will have its own field supervisory staffs. These will work cooperatively in the various areas. The various agencies will have staff assigned in the localities agreed upon by the process outlined above. These groups will work with each other and will consult with local groups and with the Federal Security Agency's representatives.

Uniformity of Regions?

There will be no attempt to have identical regions. Each group will continue to use whatever regional lines it wishes, but United States Army and Navy Corps Areas will be the basic designation. The Y.W.C.A. Regions divide thus according to Corps Areas:

Eastern Region—
Corps Areas 1, 2, 3
Southern Region—
Corps Areas 3, 4, 5, 7, 8
Central Region—
Corps Areas 5, 6, 7
Western Region—
Corps Areas 8, 9, Trans Oceanic

CORPS AREA

Corps Area—1
Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut.
Corps Area—2
New York, New Jersey, Delaware.
Corps Area—3
Pennsylvania, Maryland, Virginia.
Corps Area—4
Alabama, Georgia, South Carolina, North Carolina, Mississippi, Florida, Tennessee, Louisiana.
Corps Area—5
Kentucky, Indiana, Ohio, West Virginia.
Corps Area—6
Michigan, Illinois.
Corps Area—7
Minnesota, Missouri, Arkansas, Nebraska, Iowa, South Dakota, North Dakota, Kansas.
Corps Area—8
Texas, Oklahoma, Arizona, New Mexico, California (Southern), Colorado.
Corps Area—9
California (Northern), Oregon, Washington, Montana, Idaho, Wyoming, Utah, Nevada.

Y.W.C.A. Needs and the U.S.O.

The decisions as to the actual places where the Y.W.C.A. feels U.S.O. help is needed are being made in consultation with the local communities.

The present proposed Y.W.C.A. estimate covers 69 locations involving 158 communities. The distribution of these communities at present is: Eastern Region, 46; Southern Region, 35; Central Region, 35; Western Region, 42. Student and community Y.W.C.A. needs are being considered together. Because of the type of consultation that precedes operations in any locality these figures are tentative and are changing constantly.

A tentative listing indicates the need for 221 Association workers.

The Y.W.C.A. preliminary considerations indicate special concern for work with some of the communities where there are race and nationality problems as well as industrial developments.

Personnel rather than buildings is the Y.W.C.A.'s emphasis. The present proposal requests only 2 U.S.O. buildings to be operated by the Y.W.C.A. The Y.W.C.A. is requesting space in U.S.O. buildings to be operated by other agencies in 15 localities, and small rented space in 43 other communities.

U.S.O. Campaign Information

Copies of all U.S.O. campaign material are being sent to each local Y.W.C.A. In case you wish additional copies or want information about plans for your community, please write direct to the U.S.O. Regional worker, according to the following list.

UNITED SERVICE ORGANIZATIONS FOR NATIONAL DEFENSE, INC.
REGIONAL FIELD ORGANIZATION (CAMPAIGN)

Regions	*Headquarters*	*States*
1. New England Russell A. Harmon Chamber of Commerce 80 Federal Street Boston, Massachusetts	Boston	Maine New Hampshire Vermont Massachusetts Rhode Island Connecticut
2. Eastern A. E. Metzdorf Empire State Building New York, N. Y.	New York	New York New Jersey Delaware Maryland District of Columbia Pennsylvania Virginia West Virginia
3. Southern C. A. Tevebaugh 415 Candler Building Atlanta, Georgia	Atlanta	Florida Georgia Alabama Mississippi Tennessee North Carolina South Carolina Kentucky
4. Central Victor A. Rule 448 Field Building Chicago, Illinois	Chicago	Illinois Missouri Indiana Ohio Michigan
5. North Central Harold B. Frame Council of Social Agencies Citizens Aid Building Minneapolis, Minnesota	Minneapolis	North Dakota South Dakota Minnesota Wisconsin Iowa
6. Rocky Mountain A. H. Lichty 1726 Champa Street Room 210 Denver, Colorado	Denver	Colorado Wyoming Kansas Montana Utah Arizona New Mexico Nebraska
7. Southwestern Frank L. Bynum Adolphus Hotel—Room 1104 Dallas, Texas	Dallas	Texas Oklahoma Arkansas Louisiana
8. Pacific Coast J. Henry Lang 660 Market Street—Room 410 San Francisco, California	San Francisco	Washington Oregon Idaho California Nevada

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Southern Region—
Corps Areas 3, 4, 5, 7, 8
Central Region—
Corps Areas 5, 6, 7
Western Region—
Corps Areas 8, 9, Trans Oceanic

CORPS AREA

Corps Area—1
Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut.
Corps Area—2
New York, New Jersey, Delaware.
Corps Area—3
Pennsylvania, Maryland, Virginia.
Corps Area—4
Alabama, Georgia, South Carolina, North Carolina, Mississippi, Florida, Tennessee, Louisiana.
Corps Area—5
Kentucky, Indiana, Ohio, West Virginia.
Corps Area—6
Michigan, Illinois.
Corps Area—7
Minnesota, Missouri, Arkansas, Nebraska, Iowa, South Dakota, North Dakota, Kansas.
Corps Area—8
Texas, Oklahoma, Arizona, New Mexico, California (Southern), Colorado.
Corps Area—9
California (Northern), Oregon, Washington, Montana, Idaho, Wyoming, Utah, Nevada.

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3. Southern C. A. Tevebaugh 415 Candler Building Atlanta, Georgia	Atlanta	Florida Georgia Alabama Mississippi Tennessee North Carolina South Carolina Kentucky
4. Central Victor A. Rule 448 Field Building Chicago, Illinois	Chicago	Illinois Missouri Indiana Ohio Michigan
5. North Central Harold B. Frame Council of Social Agencies Citizens Aid Building Minneapolis, Minnesota	Minneapolis	North Dakota South Dakota Minnesota Wisconsin Iowa
6. Rocky Mountain A. H. Lichty 1726 Champa Street Room 210 Denver, Colorado	Denver	Colorado Wyoming Kansas Montana Utah Arizona New Mexico Nebraska
7. Southwestern Frank L. Bynum Adolphus Hotel—Room 1104 Dallas, Texas	Dallas	Texas Oklahoma Arkansas Louisiana
8. Pacific Coast J. Henry Lang 660 Market Street—Room 410 San Francisco, California	San Francisco	Washington Oregon Idaho California Nevada

Representatives of U.S.O. Work

There are three types of representatives who will be in contact with regions and communities in the interest of U.S.O. work:

1. *Federal Field Representatives*

Mr. Charles P. Taft's office is appointing field representatives. Several different bases are used in locating the men: (1) Social Security regions, (2) areas or communities of special military concentration such as Camp Edward's area, (3) certain large cities.

The names and addresses of the federal field representatives appear on pages 4, 5 and 6.

Memoranda governing procedures and relationships are being prepared and will be sent to you from time to time.

2. *U.S.O. Agency Field Supervisors*

Louis Kraft of the Jewish Welfare Board is chairing the group to consider plans for starting work in communities. National agencies are designating their local professional staff or national field staff as their U.S.O. agent to be part of the local group planning U.S.O. work.

The Y.W.C.A. does not have a comparable field setup, so that at present the regular advisory secretary has been designated as the U.S.O. field consultant except in San Francisco and the adjacent area, where Mrs. Bartlett Heard has been asked to act temporarily.

3. *U.S.O. Regional Campaign Directors*

U.S.O. campaign plans have not been completed as yet. June 3 has been set as the opening day and the entire month is being allocated for the fund raising. April 18, immediately following the Washington meeting, regional directors went to the field. These directors are listed on page 3.

They themselves will not raise the money, but they will work with state communities and local communities in order that these groups may do the job. Local leaders of the six U.S.O. agencies will be called on to assist in the planning. Lists of key people have been furnished to the U.S.O. by each national agency.

A series of regional meetings for lay people has been carried through. Information about these meetings has been sent to local Associations: Chicago, April 24; Denver, April 24; Los Angeles, April 28; San Francisco, April 29; Portland, Oregon, April 30; Dallas, April 28 or 29; Atlanta, April 30; Nashville, April 28.

Federal Field Representatives

Regional Defense Coordinators Designated by Mr. McNutt	Federally Paid Field Representatives Appointed by Mr. McNutt
Region I—Maine, New Hampshire, Vermont, Massachusetts, Rhode Island, Connecticut	
Mr. John F. Hardy Social Security Board 120 Boylston St. Boston, Mass.	Ralph A. Tracy—Regional Representative Charles Brightbill—Camp Edwards, Fort Devens Falmouth Community Center Falmouth, Mass. L. H. Serene—Ayer, Lowell and Fitchburg, Mass., Area c/o Social Security Board 10 Kearney Square, Lowell, Mass.
Region II—New York	
Mrs. Anna M. Rosenberg Social Security Board 11 West 42nd St. New York, N. Y.	Jay Ver Lee—Regional Representative Robert Walter Cammack—Pine Camp c/o Social Security Board Post Office Bldg., Watertown, N. Y. Warren D. Pierce—N. Y. State industrial communities in Mohawk Valley
Region III—New Jersey, Pennsylvania, Delaware	
Mr. William L. Dill Social Security Board Juniper and Chestnut Sts. Philadelphia, Pa.	Arthur Noren—Regional Representative Robert K. Murray—North Jersey Shore Molly Pitcher Hotel, Red Bank, N. J.
Region IV—Maryland, District of Columbia, Virginia, West Virginia, North Carolina	
Mr. G. R. Parker Social Security Board Arlington Bldg. Washington, D. C.	James E. Rogers—Regional Representative Arthur Jones—Hampton Roads Area 1210 Royster Bldg., Norfolk, Va. J. W. Faust—Fayetteville and Wilmington Hotel Prince Charles, Fayetteville, N. C. Alice Scott Leslie—Norfolk County 1210 Royster Bldg., Norfolk, Va. Philip N. Binford—Petersburg, Va. Harry M. Wellott—Wilmington, N. C. Floyd Merriman—Baltimore, Md., Area James W. Geater—Washington Office
Region V—Michigan, Ohio, Kentucky	
Mr. Robert C. Goodwin Social Security Board Euclid Ave. and East 9th St. Cleveland, Ohio	William G. Robinson—Regional Representative Mrs. Grace Muzzio Connelly Downing E. Proctor—Industrial areas surrounding Detroit, Mich.
Region VI—Indiana, Illinois, Wisconsin	
Mr. Henry L. McCarthy Social Security Board U.S. Court House Bldg. Chicago, Ill.	William G. Robinson—Regional Representative R. Wayne Gill—Rantoul, Champaign, Urbana, Ill. c/o Social Security Board 303 S. Wright St., Champaign, Ill.

In the Periodicals

IF YOUR city is head over heels in the defense situation, you will probably find it worth while to subscribe to *Defense,* the official weekly publication of the Office for Emergency Management. It's a bargain at 75c a year, and should be ordered from the Superintendent of Documents, Government Printing Office, Washington, D. C. The range of material is wide, covering production, strikes, industrial standards, housing, selective service, etc.

If defense means more to you than men and machines and you feel the need for a personally conducted tour through the labyrinth of its ramifications, you will find help in the service of the Adult-Study Guide, a Pamphlet Research Service for the Adult Reader. You can receive its six issues a year for $1 by writing to the Service Bureau for Adult Education, Division of General Education, New York University, New York City.

If you are already familiar with the Public Affairs Pamphlets and their service in making current research available in popular form, you will keep in touch with their series on defense—How Shall We Pay for Defense? Defense and the Consumer, etc. Ten cents a copy; and the address, 30 Rockefeller Plaza, New York City.

If you wish to study the military aspects of defense, nothing is better than the Foreign Policy Reports of the F.P.A., well known to all Associations. Also from this series are "Problems of Mobilization"; "An Inventory of Raw Materials"; "Industrial Capacity." 25c a copy; $5 a year, address: 22 East 38th Street, New York City.

But you may be so aware of the swiftly changing aspects of defense that you prefer to spend most of your reading time on magazine material. If so, from the March issues, you may wish to look up some of the following.

If you are the kind of person who likes to ponder on the deep, underlying facts of human nature which the war situation, like an earthquake, has brought up to the surface of life and our amazed observation, read Max Lerner's "Reflections on a Harsh Age" in the March 3 *New Republic.*

If you are primarily concerned with the industrial situation and labor's stake in the present revolution of values, you will want to follow I. F. Stone's weekly articles in the *Nation;* Harold Laski's "Revolution by Consent" in the March 22 *Nation;* Bruce Bliven's "Psychological Bottlenecks" in the March 3 *New Republic;* George Soule's "The Fear of Plenty" in the *New Republic* of March 31. The Workers Education Bureau of

Regional Defense Coordinators Designated by Mr. McNutt	Federally Paid Field Representatives Appointed by Mr. McNutt
Region VI—Indiana, Illinois, Wisconsin—Continued	
Mr. Henry L. McCarthy Social Security Board U.S. Court House Bldg. Chicago, Ill.	B. Wade Weldon—Savanna, Ill. Edwin C. Jones—Chicago North Shore c/o Highland Park Community Center 397 Central Ave., Highland Park, Ill. Virgil Martin—Southern Indiana, New Albany, Charleston, Jeffersonville Indianapolis Com. Fund Lemcke Bldg., Indianapolis, Ind.
Region VII—South Carolina, Georgia, Florida, Tennessee, Alabama, Mississippi	
Mr. Richard N. Lyle Social Security Board First Ave. and 19th St. Birmingham, Ala.	Sherwood Gates—Regional Representative Nathan Mallison—Camp Blanding Area 306 Jenks Bldg., Jacksonville, Fla. Quentin K. Hartke Chamber of Commerce City Hall, Hattiesburg, Miss. Thomas Lantz Hotel Ralston, Columbus, Ga. A. W. Garnett—Savannah and Hinesville General Delivery, Savannah, Ga. Raymond A. Hoyer c/o American Red Cross Tullahoma, Tenn. Robert E. Coady 1613 Bull St., Columbia, S. C. George Syme, Jr. c/o Mr. G. L. Simpson 1008 Wilson Bldg., Anniston, Ala. Lloyd W. Reese—Pensacola, Fla.
Region VIII—North Dakota, South Dakota, Minnesota, Iowa, Nebraska	
Mr. Fred M. Wilcox Social Security Board Federal Office Bldg. Minneapolis, Minn.	Helen Rowe—Regional Representative
Region IX—Kansas, Missouri, Oklahoma, Arkansas	
Mr. Ed. McDonald Social Security Board 1006 Grand Ave. Kansas City, Mo.	Howard Beresford—Regional Representative John P. Guyer—Rolla, Missouri, Area c/o Social Security Board Post Office Bldg., Jefferson City, Mo. Louis W. Horne—Fort Riley, Kansas Bartell Hotel, Junction City, Kan. C. Philip Ross—Lawton, Okla.
Region X—Louisiana, Texas, New Mexico	
Mr. James B. Marley Social Security Board N. Presa and E. Houston Sts. San Antonio, Texas	James Garrison—Regional Representative Howard Y. Williams Chamber of Commerce, Alexandria, La.

America, 1440 Broadway, New York City, is getting out a series of statements on labor and defense, so brief as to be more naturally considered with magazine articles than with pamphlets.

If you are eager to know everything there is to know about the U.S.O., you will already have discovered Gertrude Springer's article in the *Survey Mid-Monthly* for March and the editorial in the March *Community Chests and Councils*. You will realize from letters received since March that considerable portions of these articles refer to aspects of U.S.O. program and Community Chest relationships which have now been changed or made clearer in detail than they were at the time of writing.

If you are trying to follow national and community plans for securing just treatment for conscientious objectors, you will find material in the Federal Council *Information Service* and the *Christian Century*.

If you are concerned with attitudes, you will find "Who Are the Appeasers?" (*Nation*, March 22) interesting and stimulating.

And the book reviews in all these magazines are too good to miss.

NOTE: Practically every magazine on the newsstands today carries its quota of articles on defense. An effort has been made here to refer only to those that are known to have a wide circulation among Association readers and that are easily available in the home community.

Regional Defense Coordinators Designated by Mr. McNutt	Federally Paid Field Representatives Appointed by Mr. McNutt
Region X—Louisiana, Texas, New Mexico—Continued	
Mr. James B. Marley Social Security Board N. Presa and E. Houston Sts. San Antonio, Texas	Ralph H. Schulze 104 N. Greenleaf St., Brownwood, Texas Charles O. Lee P. O. Box 667, Palacios, Texas Rolla W. Kimsey—Orange, Texas Victor A. Kormeier—Corpus Christi, Texas Kenneth T. Osman—Galveston, Texas Harry J. Emigh 205 Alexander Bldg., Abilene, Texas
Region XI—Montana, Idaho, Wyoming, Utah, Colorado, Arizona	
Mr. Heber R. Harper Social Security Board 1706 Welton St. Denver, Col.	Howard Beresford—Regional Representative C. F. McNeil c/o Social Security Board 304 Federal Office Bldg., Cheyenne, Wyo. John Ramsey Batchelor—Huachuca, Ariz.
Region XII—Washington, Oregon, California, Nevada	
Mr. Richard M. Neustadt Social Security Board 785 Market St. San Francisco, Calif.	W. H. Orion—Regional Representative Ray Kimball—Salinas, Calif. Recreation Dept., City Hall San Francisco, Calif. Walter F. Hansen—San Luis Obispo, Calif. c/o Social Security Board 1165 North Hoover St. Los Angeles, Calif. George R. Vestal—San Francisco Area

Campaign Setup

National There are to date, May 12, 43 local chairmen. There are 182 cities in process of building organization, securing chairmen, etc. 14,000 banks in communities having under 10,000 population have received letters from U.S.O. headquarters relative to U.S.O., sent in an effort to find local responsible leadership in many of these places where no agencies exist but from whence hundreds of boys have been sent into camps. These bank letters are the third approach so far made to communities in general—the first, the approach to Community Chests in cities, the second, to mayors and chamber of commerce directors. The fourth approach will be directed at county and rural areas—again, places where no agencies exist or if any do certainly not the whole array under the heading U.S.O.

If adequate leadership can be found in these rural areas, the expectation is to raise about $200,000 or more from them. Persons in such areas may be reached either through telephone directories, automobile owners' lists, etc.

As reported last week, Mr. Thomas Dewey, with Mr. Walter Hoving and Mr. Marshall Field, is on a southern inspection trip of camps and cities adjacent to them. Beginning May 14, Mr. Dewey and Mr. Field will make a circuit in the interest of securing large special gifts. Next week Mr. Dewey, and probably Mr. Hoving, will make a country-wide swing, the latter in the interests of publicity.

The Field Division reports this morning that most of the big cities in the country have campaign committees well set up with chairmen, and that nearly all of them have "outside" directors—that is to say, professional campaigners hired to conduct the campaigns. The last of these to be rounded up is New York City, with Mr. Fricken of John Price Jones as campaign manager.

The State of New Jersey organization is being held up due to a State Law prohibiting solicitation without the State Council's approval. This is being worked on.

All organizations are being asked, providing they are using a special U.S.O. letterhead, to have listed on one side of it the names of the other participating agencies.

The matter of the likelihood of having war chests in defense drives in the fall has been discussed, the feeling having been registered that if war is declared the above is bound to happen, and that probably all chest campaigns for regular work will be held in the fall hereafter, and that these defense drives will be held very early in the spring.

PAULINE R. V. SCHAEDLER

New York City Mr. Richard W. Lawrence, president of the Y.M.C.A., has taken the chairmanship of the New York City campaign. A special "facts" bulletin is being prepared for the Women's Division, New York City; 1,500 to 2,000 women will be invited to a meeting at the Waldorf Astoria on May 20; these to be outstanding persons in connection with the campaign.

INFORMATION SHEET

Young Women's Christian Association

Our Government has authorized us, as one of six of the United Service Organizations, to serve those who are affected by the national defense situation.

National Board, Young Women's Christian Associations, 600 Lexington Avenue, New York, N. Y.

NO. 2 JUNE 9, 1941

President of the National Board Discusses U.S.O.

U.S.O. PRINTED material usually carries this phrase, "to serve the needs of men and women in training camp and defense areas." There has been relatively little publicity given to the needs of women and girls but please be assured that locally and nationally the Y.W.C.A. knows what these needs are, and its ability to meet them will depend in great part upon the success of the campaign. So make this campaign yours, for it is a tremendous undertaking and cannot succeed without hard work and sacrifice.

The article which follows will help to illustrate continuously noted conditions that require our special services and our best Y.W.C.A. leadership.

Leadership is so important now, for in the midst of pressure to equip ourselves and our organizations to meet problems of far-reaching magnitude there is always the danger that we shall overlook the less spectacular needs of individuals in our own midst—the woman or girl who may look to the Y.W.C.A. as the only friend she has to whom she may turn with certain of her deepest and most serious anxieties and problems.

The sincere pacifist who takes the position on religious grounds must always know that she is welcomed and respected in the Y.W.C.A.; her contribution is needed. The freedom of the individual to follow his conscience is a civil liberty recognized by the government and one that will help to enhance our country's spirit if it reveals God to mankind.

The Y.W.C.A. with its tradition of tolerance and respect for diversity of views must be keenly alert to special difficulties which some people are undergoing. It may be they suffer simply because they are aliens or refugees—or perhaps because they are Negroes or Jews or other young Americans of Italian or German or Japanese parentage. Actions which are not only un-Christlike but definitely harmful to the individuals concerned and to our country are being brought to our attention daily. Surely Y.W.C.A. leaders have the wisdom and the courage to see that American democracy is not viewed as a dream but lived as a reality.

The U.S.O. must succeed! All of us must help. The President of the United States has declared a national emergency, and that means that the Y.W.C.A. must strengthen its services in all lines of defense where the morale of women and girls can be upheld. These are many. Belief in the sacredness of human personality must continue to be the common touchstone on which we build our world.

Mary S. Ingraham

MRS. HENRY A. INGRAHAM

How the Y.W.C.A. Will Use U.S.O. Funds to Meet Urgent Needs

THE PUBLIC has asked: "Just how does the U.S.O. plan to spend its ten millions?" and Mrs. Henry A. Ingraham, as president of the National Board of the Y.W.C.A., has drawn up and submits herewith this ten-point program of what the Y.W.C.A., as one of the six U.S.O. agencies, plans to do in meeting the most urgent needs of women and girls in these emergency days.

1. On camp grounds women and girl office workers and laundresses have had no provision made for their housing, health or recreation.

Camp Forrest, Tenn.—*Girls employed in the camp are too far from home to commute. No provision is made for their housing. The Federal Security Agency (office of Coordinator of Health, Welfare and Related Defense Activities) suggests a Y.W.C.A. building where they can live and where the boys can get recreation.*

Jacksonville, Fla.—*Scores of laundresses working at the camp had at first to sleep in the woods because no provision* was *made for them. That condition has been remedied, but they are still in poor quarters without adequate facilities and recreation. They are a problem for the U.S.O.*

2. Women and girls visiting soldiers and sailors require not only meeting places, but also personal counseling by experienced and friendly advisers.

Trenton, N. J.—*Mothers and other relatives of boys in Camp Dix, visiting them for week-ends, have no place to stay. When rooms are available, the price is too high. The Y.W.C.A. maintains a room registry and is trying to keep prices down.*

3. The Army and Navy men's wives who have recently moved into camp areas and also the wives of defense workers in crowded towns are lonely and at a loss as to how to fill their long empty hours. Programs for them are essential for the morale of all concerned. These must be provided.

Little Rock, Ark.—"*Our interest classes for the enlisted men's wives are working fine; there are good-size working groups participating in handcrafts, singing, bridge and archery. The number of nurses at Camp Robinson has increased; a number of nurses are attending our regular health education classes, and groups go to the city parks for archery on Thursday and Friday. We are having an increasing number of requests from individuals for help on personal, financial, housing, health and employment problems.*"

Paterson, N. J.—*Young wives of skilled laborers in the Wright Aeroplane Co., brought on from rural areas in the West, find conditions here so uncomfortable and the foreign element so strange that they are a problem to the company. The*

Y.W.C.A. is helping them with their housing, health and other problems.

4. Younger members of recently transplanted families are in need of organized club work. Specially trained leaders are required.

Hartford, Conn. — *Young wives, and often families of defense workers, are living in trailers outside the city. At the request of the authorities, the Y.W.C.A. is making contacts for them in the community, so that they may get to know their own pastors and find schools and friends.*

5. Young girls, reacting to the glamor of uniforms and "brass buttons" and drifting into camp areas, require help in getting jobs, recreation and special counsel for their personal and social health problems.

"The Nation," May 17, 1941 — *"Without wishing for any relaxation of protection for the boys, I am for the girls too. No generals are guarding them. No wide land regards their welfare as a part of its security. But the mobilization of a nation has brought them to national attention as a disturbing aspect of this democracy we defend."*—Jonathan Daniels

6. Leisure-time co-ed activities for girls and soldiers and sailors require recreational and discussion group leaders as well as the places in which to meet.

Salt Lake City, Utah — *"Right now every second of my time is taken up with defense recreation. We are trying weekly dances for the Air Corps. Girls are selected by a committee, representing different organizations of business girls. A committee of soldiers 'hand-picks' representatives from the Fort. This combined committee meets weekly and plans each dance. We average about 300 girls a month taking part. A nucleus of about 35 comes each time to help keep the dance 'moving.' Community leaders are invited to chaperone. The Army pays all expenses. The dance committee has requested that we start a recreational club on Sunday afternoons."*

Jacksonville, Fla. — *"The Y.W.C.A. is cooperating with all defense programs. In fact, we were instrumental in the erection of the Armed Service Center in the heart of Jacksonville to take care of the needs of the boys from both the Naval Air Station and Camp Blanding while on leave in the city. The project is the only one in Jacksonville at present which has received the approval of the camp officials.*

"Now we have 'open house' on holidays and Sundays, as well as a party each Saturday night for the service men, with our business and house girls acting as hostesses."

7. Leisure-time needs of women workers must be met by discussion group and recreational opportunities. Many of these industrial defense women workers are young girls who are in their first job, or women who have returned to factory work to assume financial support withdrawn because men volunteered or were drafted. Proper adjustment to work conditions greatly enhances personal and civil morale. Trained leadership is obviously required to meet this need.

Troy, N. Y.—*"Our leadership and recreation course for defense started last Wednesday with about 75 attendance. I had forgotten how enthusiastically a group can respond to informal recreation. We ourselves had good fun, too."*

8. Single women in defense industries in new areas need special help in finding housing and recreational facilities.

Newport News, Va.—*"We are caring for 20 or 30 girls a month in our third-floor rooms—giving counsel, finding permanent room for them and sometimes employment. They ask for the first two most often. Employment is rather easy to find now. We could use additional rooms. We may be compelled to turn the second-floor club room into a dormitory. Are putting it off as long as possible. Program is very important at this point, for us and the community."*

9. Migratory women and girl workers, while looking for and waiting for employment, often need not only housing and food but special help in relation to employment, health and social responsibility.

Any defense industry town where construction is not yet completed—*Scores of hitch-hiking girls arrive daily, looking for jobs that are not available. They have no money or friends. Being strangers, they are not entitled to local relief. It is up to the U.S.O. agencies to house them temporarily, get them home, or provide for them until jobs are forthcoming.*

10. Finally, the Y.W.C.A. with its long experience in social service must participate now in a greater degree than ever before with citizens in their communities in order to understand special area problems and to cooperate fully in helping to solve them. We are challenged to overcome vice and suffering and to promote opportunities for health and harmony.

* * *

The Y.W.C.A. preliminary considerations indicate special concern for work with some of the communities where there are race and nationality problems as well as industrial developments.

Personnel rather than buildings is the Y.W.C.A. emphasis. A tentative listing indicates the need for 221 Association workers. These Association workers will be fine, specially trained, experienced women who, probably at a personal sacrifice to their comfort, are accepting work under the Y.W.C.A.-U.S.O. set-up because they are ready to devote themselves to the service of girls and women at this time of national emergency.

U.S.O. Drive Increases Tempo

Miss Pauline R. V. Schaedler, Y.W.C.A. representative in the U.S.O. Campaign Division, sends us these news notes.

The 167 cities designated as key centers for the U.S.O. campaign have set the pace for the rest of the country. The favorable psychology produced by their acceptance of their quotas, their willingness to adapt themselves to the June campaign plan, and their enthusiasm for the U.S.O. in general has been extremely valuable. Payments on these quotas will begin in June, running through December.

A few cities, because of circumstances peculiar to them, have had to defer their actual campaign for the U.S.O. until autumn. These cities, however, have accepted their quotas, and several of them will begin payments in June. There is a general feeling—particularly in the larger cities—of great optimism, and of full expectation that this difficult enterprise will be successfully concluded. This cooperative attitude is based on the concern of our people for the situation which has been created throughout the country affecting so many of us, women as well as men.

The total objective for the nation-wide campaign is $10,765,000. The objective for New York City is $3,750,000. Women all over the country have eagerly volunteered for work in the U.S.O. campaign and are rapidly being organized under the banner of the National Women's Committee of the U.S.O. Mrs. Franklin D. Roosevelt is honorary chairman. Mrs. F. Louis Slade is chairman of the National Women's Committee and Mrs. Eliot Cross co-chairman. U.S.O. women workers in New York City are planning, under the chairmanship of Mrs. Winthrop W. Aldrich, to raise $1,000,000 of Metropolitan New York's objective.

The National Special Gift Section—men and foundations—and the National Corporation Section are well under way. Fraternal orders of all kinds—men's and women's groups—throughout the land are being asked to cooperate and to give.

June 6, 7 and 8 were marked off as the first U.S.O. Sabbath. In a nation-wide

observance priests, ministers and rabbis offered their endorsement of the U.S.O. program and its spirit of interfaith cooperation. Some churches set aside special sections for the boys in uniform, and sermons emphasized the role which the church can play in steadying our common life in these harried days.

Plans for the observance of the U.S.O. Sabbath were directed by the Clergy Advisory Board composed of the Right Reverend Henry St. George Tucker, Presiding Bishop of the Protestant Episcopal Church, the Most Reverend Edward Mooney, Catholic Archbishop of Detroit, and the Reverend Dr. Edward L. Israel, president of the Synagogue Council of America.

Errata

Two names were omitted in the May 16 listing of Y.W.C.A. representatives who are members of the U.S.O. Corporation. We print the full list again:

Members of Corporation:
Miss Lilace Reid Barnes, Chicago, Ill.
Mrs. C. Montague Cook, Jr., Honolulu
Mrs. William Hugh Coverdale, New York, N. Y.
Mrs. Robert G. Dodge, Boston, Mass.
Mrs. Bartlett B. Heard, Berkeley, Calif.
Mrs. Henry A. Ingraham, Brooklyn, N. Y.
Mrs. Eugene Ross McCarthy, St. Louis, Mo.
Miss Rebecca Patton, San Antonio, Texas
Miss Elsa Peterson, Washington, D. C.
Mrs. Charles W. Tillett, Jr., Charlotte, N. C.

Students Query Their Futures

The Y.W.C.A. at Northwestern University reports some interesting cabinet discussions on personal problems caused by the defense program. The students on cabinet are facing real problems owing to disagreement between themselves and their fiancés, plans for marriage being postponed, etc.

The Defense Program Hits Home

A Chicago U.S.O. volunteer confessed, as she sat around a Y.W.C.A. table waiting for a meeting to begin: "Today for the first time I really felt the defense program—in my heart, I mean, not just my mind. I came down on the train today and sat by two young sailors. I just never talk to people on a train, but somehow I got to talking with these boys —and do you know what? They were just like my boys! I can't get them out of my mind."

Message from the White House Winds Up Big U.S.O. Day

JUNE 3 saw the official opening of the U.S.O. campaign to collect $10,765,000 for the maintenance of recreation programs in the more than 360 service clubs to be built by the government for the soldiers, sailors and marines and the defense workers of our country.

Following banquets, speeches and celebrations held in major cities throughout the country, a thirty-minute radio program broadcast Tuesday evening at 10:30 E.D.S.T. over a nation-wide hookup presented through dramatic context the views of such national leaders as: Secretary of the Navy Frank B. Knox, Assistant Secretary of War John J. McCloy, General George C. Marshall and Admiral Harold R. Stark, speaking from Washington; Thomas E. Dewey, U.S.O. National Campaign Chairman, and Walter Hoving, president of U.S.O., speaking from New York; Paul V. McNutt, Federal Security Administrator, speaking from Los Angeles; and Charles P. Taft, Assistant Coordinator of Health, Welfare and Related Defense Activities, speaking from Indianapolis.

Biggest spotlight of the program fell on President Roosevelt's message, addressed to Paul V. McNutt, former governor of Indiana, which follows in full:

"My dear Governor:

"Will you convey to the leaders of the United Service Organizations and to their workers in Los Angeles and throughout the country my hearty good wishes for the success of their campaign?

"I have followed with great interest the steps taken to make this joint effort really nation-wide. As I said in my letter to you on the occasion of the preliminary U.S.O. conference in April, recreation and leisure-time activities for our armed forces and defense workers are both a national and local responsibility. More recent developments make united national action doubly urgent for all fronts.

"The six national voluntary welfare organizations which incorporate the U.S.O. are to be commended for their effective efforts to integrate their work with the existing program, both national and local. On the national level, the U.S.O. is, I understand, operating within the framework for coordinated health, welfare and recreational activities, which you and Mr. Taft have set up. I am glad to learn from you and from others that it is working locally on a basis of genuine community cooperation. Its local committees are, I am sure, the very foundation-stones of its success.

"Because recreation is part of our total defense program, it is the first concern of every citizen. This applies also to the money needed to run U.S.O.'s service clubs for men in uniform and for defense workers. The campaign goal of $10,765,000 will provide necessary services in hundreds of towns and for many thousands of young men and women. For all of us who possibly can, contributing to this fund and for this purpose is not only an obligation but also an opportunity.

"Even those who do not live in defense communities, who never see a soldier or sailor or defense worker on their home town streets have sons and friends and neighbors on the front lines of American defense. That is their personal stake in the recreational sector of our national defense program. Every man and woman in America wants to have a share in defending the nation. Contributing to the U.S.O. is one way—one important way—in which all can serve.

Very sincerely yours,
FRANKLIN D. ROOSEVELT"

Defense Effects in South Noted

DIRECT evidence from our own members of the effect of the defense program on women and girls indicates many areas of concern to us in our varied Associations. The mobility of business girls—owing to the fact that larger salaries are being paid, and more jobs are obtainable—means new conditions for them, oftentimes away from home with difficult living conditions and an added problem of overtime work. As one girl said, "We are some of us wearing wedding rings sooner than we thought we would. Many have had to delay having them. We know the Y.W.C.A. will stand by whatever needs we face."

Industrial girls feel the rising cost of living as they see profits go up, accompanied by a subtle pressure against unions where there has been slow, growing understanding heretofore on the part of the community, boards and committees.

New industrial centers, such as Radford, Virginia, and Childersburg, Alabama, illustrate the changing conditions: Married women whose husbands now have jobs are quitting their own jobs. There is little home life because every available space is being used for housing the too many people in too small communities. Wages are up. High school girls are working afternoons and Saturdays.

In place after place Negro women leaders are more and more concerned about the lack of facilities and of leader-

ship to direct and guide the Negro girls and young women who turn to the Y.W.C.A. for leadership. New tensions are arising as Negro women come from the North into the pattern of southern life not understanding either the laws or the mores of the section.

In communities where we have no Y.W.C.A.'s, despite the fact that men seem not to realize that women are affected by the defense program, the expectancy of the public that the Y.W.C.A. will come in to take care of whatever needs arise for women and girls is cause not only for humility but for quick action on our part. Ministers, mayors, majors, morale officers, government officials—all plead for the quick operation of the Y.W.C.A. The situation is changed and is changing. The normal program of the Y.W.C.A. and of the emergency due to the defense program are merging, and in place after place have become one. There is a naive and perhaps trusting assumption that the Y.W.C.A. will bend and adapt to meet the changed needs, not only the obvious ones of housing, recreation and providing girls for dances but the deeper needs of the spirit.

One girl said: "If I can for myself see the person as a vestibule to a new kind of world and not a dead end, I can, with others in the Association, help to give a note of stability when values are shaking."

ANNIE-KATE GILBERT

A Group Worker Speaks

I

Our primary responsibility continues to be that of providing recreation and satisfying group life for children and young people. There are new urgencies and new meanings which make our regular function more needed than ever under disturbed conditions.

As strain increases, anxiety becomes more prevalent, fears grow and uncertainty spreads, it becomes more essential than ever that children be afforded zestful play and a sense of security and belonging with their fellows, such as good group life provides. The subtle effects upon children of disturbed adults are already appearing. Early in February a syndicated article appeared in many newspapers reporting on a conference in Richmond, Virginia, at which a psychiatrist stated that "an increasing number of children, frightened by war talk, are being given treatment for anxiety neuroses at the city guidance clinic." The paper went on to state that minor behavior problems and delinquencies were traceable to anxieties generated by radio news reports, newspaper war pictures, and family table talk. The forces and agencies in our communities, dedicated to affording children the conditions and experiences which develop emotional health and contribute to happy childhood, are more needed than ever, and should regard their regular work as their first and primary responsibility.

As young people find their plans and lives being rearranged by military service, defense industry and new training opportunities, the agencies which assist youth by providing guidance and group means of discussing problems are more needed. Citizenship education, clarifying war and national issues, facing the elements which contribute to fear and uncertainty, and pursuing a social and religious philosophy adequate for these times, are not only worthy objectives of group education at any time but are crucial today.

In spite of the need for national unity now, anti-alien agitation, anti-Semitism and intolerance grow. Agencies of good will, seeking to draw our heterogeneous national, racial, religious and economic groups into closer appreciation and working harmony, are working against the currents.

These sketchy suggestions of the greater necessity in our communities for the regular work of agencies providing recreation and group education emphasize that group workers need not search feverishly for new things to do to be significant today, but rather need to see the new urgencies and new meanings in what they now do. The main job is freshly important for new reasons. Thus the daily things we do really have some relation to the big things going on in a day of world-wide revolutionary social change.

II

Agency administrative, financial and equipment "houses" need to be put in order for lean years to come. Increased taxes on an unprecedented scale, economic disjointedness when the nations try again to turn the machinery of war into the pursuits of peace, and starving and wasted lands absorbing resources the world around will create storms for all our public and private institutions.

In such days, not so far distant, debt will be a handicap which private philanthropy can little afford. This is the time to strain every effort to remove it. Buildings will need to be in the most serviceable condition, attractive to youth and in condition to cost the minimum of maintenance and upkeep. These are the years to repair, modernize and improve our plants for the period ahead when money for this purpose will be much more difficult to secure. Agencies carrying "too much sail" for their regular subsidy resources will be wise if necessary staff reorganization, personnel changes and priority choices are made now before the storms gather. The next few years may be but a brief, borrowed time in which to get these things done.

III

Foresight is needed in guiding a sound development of emergency community organizational machinery in relation to the permanent welfare community organization in local cities.

Over the country a surprisingly varied array of defense councils, defense service councils, mayor's committees and other new organizations have sprung up. In some communities these developments represent clear thinking and sound relation to Welfare Councils or Councils of Social Agencies. New Orleans illustrates a community where a clear and mutually advantageous organization of functions has been developed. In other communities the permanent planning organizations are being substituted for by emergency organizations which serve as operating agencies for each need called to their attention, rather than channeling each need to the appropriate existing community body.

Group workers need to lend their leadership to clarifying the functions of new community organization bodies, lest conflict and misunderstanding grow, and gains made in the development of permanent social welfare planning machinery be lost through unintentional absorption of their functions by new enthusiastic groups outside the family, health, children's and leisure-time agencies.

In "leave" areas or defense industry area cities, the agencies which carry on recreation and group education for young people have some new things to do.

In one metropolitan city an agency has developed a program attended by three hundred young people who work late in a number of industries and come to the agency from 11:00 at night to stay until 2:00 in the morning. These young people are ready for their leisure-time pursuits when movies and other recreational resources are ready to close.

Housing, friends, assimilation in the new community, recreation and education are needs of thousands of young people who have come newly into cities to work in the defense industries. While the cooperative plans between government and the United Service Organizations will provide facilities and program for men in the defense forces in smaller communities, and while facilities are being provided in larger cities under various auspices, the agencies for recreation and group education can actively cooperate with the local committees by providing civilian and home contacts for men in uniform, encouraging young people's groups to arrange units to which selected uniformed men are invited, and offer assistance to chaplains, athletic and recreational officers and hostesses at the nearby camps.

ROY SORENSON

EDITOR'S NOTE: This article is reprinted from *The Group*, May 1941.

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INFORMATION SHEET

Young Women's Christian Association

Our Government has authorized us, as one of six of the United Service Organizations, to serve those who are affected by the national defense situation.

National Board, Young Women's Christian Associations, 600 Lexington Avenue, New York, N. Y.

NO. 3 JULY 1, 1941

Groups Affirm Rights of Negro in Defense

ONE-TENTH of America's citizenry has been prevented from participation not only in America's biggest industry of today—production for defense—but deprived of equal opportunities in the Army, virtually excluded from the Navy and the Army Air Corps, entirely excluded from the Marine Corps. If the public is indifferent, this injustice will continue. But public awareness, if charged with the will to act, can remove the grotesque bans, the policies of segregation which deny to certain groups the rewards of skills and education. In many sections of the country citizens, sensitive to this anti-democratic pressure upon a minority group, are voicing their sentiments, making it known that one-tenth of America's millions—the Negro—must have an equal share in America's destiny.

It is not only citizen groups who have become aware of the necessity to inform their less concerned fellow citizens of the strange "shut-out" policy toward a portion of the American people.

There is Resolution No. 75 submitted to the Senate February 13, 1941 by Senator Barbour of New Jersey and now in the Senate Committee on Education and Labor, resolving that a special Senate committee be appointed by the President to investigate into the restrictions imposed upon the Negro regarding national defense and to recommend ways and means for guaranteeing his right to help his country in emergency times. This resolution is urgently endorsed by the National Public Affairs Committee of the Y.W.C.A.

There is also the action taken by Governor Lehman of New York in appointing a State Defense Council to attack the problem of discrimination against minority groups.

And on June 25th President Roosevelt issued an executive order instructing official agencies to play their part in eliminating discrimination against Negroes and other minorities and establishing a committee on fair employment practice in the Office of Production Management to deal with violations.

But the bright particular star of democracy is especially visible in the activities of groups here and there over the country; their value as an antidote, preventative and purge cannot be underestimated.

In Wichita, Kansas, the Interracial Committee of the Y.W.C.A. brought about the establishment of an interracial commission which included among its members the president of the Wichita Chamber of Commerce. This commission sent letters protesting against the barring of Negroes from local defense-training centers to Congressman Houston from the Wichita district. He took up the matter with the United States Commissioner of Education, and within a few days it was announced that the training centers would be open to *all* citizens.

In Kansas City, Missouri, a Negro mass meeting, attended by one thousand Negroes and six white persons, was directed toward the necessity of attaining for the Negro equal rights in defense training, defense jobs, and service in the armed forces. The executive secretary of the Paseo Branch Y.W.C.A., Miss Elsie Mountain, was one of the speakers. As a result of this meeting the Board of Education was asked to provide proper school centers of training for needed defense production techniques, and the Kansas

(*Continued on page 3*)

We Need to Know

Has your Association taken any steps to combat racial discrimination in training for defense industries? In job placement in defense industries?

What have you done?

How effective was it?

Please write Data and Trends, 600 Lexington Ave., New York, N. Y., and give them the details.

New Working Schedules Affect Leisure Activities

PRODUCTION for defense is making many wrinkles on the map of the United States, many dents in the spiritual and social as well as the economic life of individuals, groups and organizations.

It is affecting and will affect the program of the Y.W.C.A.

Already signs of the new time's influence have become evident. Scanning the annual reports from local Associations and additional up-to-date data gathered by industrial secretaries at the request of the *Industrial Program Exchange*, it is clear that the speed-up in factories and the change of work schedules are creating new program problems as well as psychological reactions that must be dealt with. These reports, covering the South, East, Far West and Middle West, indicate that the turnover in jobs, the increasing demand for women in defense industries, the influx of new workers into towns and regions not prepared for them, the lengthening of the working day, make their own drain on women and girls as reflected in the Y.W.C.A. program and activities.

Longer working hours, which have already been reported in a number of factories, usually mean bigger pay-checks. But they also mean a depletion of that extra vitality so essential for life-after-work. And this in turn means that many Associations have already felt the repercussions of overtime. Girls, more weary than usual from their work, have been finding it necessary to forego Y.W.C.A. meetings for much-needed rest and sleep. The old saw of the "tired business man" is applying itself to them in a very real and not at all funny way. Or girls, working at new jobs, lifting or carrying weights or operating machines either awkward or difficult to manage, find their "joints" and muscles violently protesting from the unaccustomed or too exacting exercise.

Overtime has not only caused a drop-

off in attendance at meetings, but has, in certain Associations, affected the highly important matter of leadership. Frequently it has been reported that girls carefully trained by the Association over a period of time to direct and to inspire groups, have been forced to relinquish their responsibilities because of the extra-hours drain upon their energy.

Overtime work is also making attendance at meetings irregular and uncertain. Leaders and program planners are earnestly seeking a means by which to counteract this threat to the leisure-time program of the Y.W.C.A. and this threat of loss of trained leaders.

But overtime, like any ill wind, has its occasional compensations! For, with its usual quota of time-and-a-half extra pay —though in some localities overtime *without pay* has been reported—several marriages have been made possible! Although, again, the matter of marriage has, like overtime, caused girls to stay at home—with their husbands—rather than to devote their evenings to meetings concerned with international policies or the necessity of democracy.

On the other hand, defense-time has given the Y.W.C.A. a new variation of responsibility. One girl, whose boy friend was caught in the draft, said challengingly to a Y.W.C.A. leader: "Joe will be away at camp four nights every week. It's up to the Y to keep me busy." And many girls these days are also faced with the problem of whether to marry in such uncertain times or to defer their marriage and join, perhaps, the lonely army of "draft widows." Girls have come to the Y.W.C.A. with just this problem, one that is difficult indeed to advise.

When overtime hours have not cut into attendance they have sometimes influenced the attitude of girls toward their classes and programs, making them less eager to spend their time on serious and concentrated topics, more inclined to want to "sit and talk," or give their evenings over to informal dancing or other light and easy-going amusements. And, in the gymnasium, a percentage of girls have found basketball and swimming, badminton and hockey, a little too strenuous for defense-time nerves and muscles.

In the same way, night shifts in many factories have taken their toll of opportunities for outside recreation and for participation in Y.W.C.A. classes. Girls who work on the 2 p.m. to 10 p.m. or 3 p.m. to 11:30 p.m. shifts are not only prevented from enjoying their usual social activities but are, of course, unable to attend Y.W.C.A. meetings. In Bridgeport, Connecticut, the Business and Industrial Committee voted to make morning or early afternoon classes and meetings available for girls working late in the evenings. In Canton, Ohio, also, the Y.W.C.A. offered the use of the gymnasium in the afternoon for night-shift workers.

The Y.W.C.A. is doing everything it possibly can to adjust itself and its program to the new situations confronting its members and leaders. It is sensitive to the increase of nervous tensions, fatigue, intensified feelings of emotional insecurity and intellectual confusion. It is fully aware of the menace to health caused by overwork and the topsy-turvey dislocation of night hours. It is meeting and intends to meet this new problem and to continue as much as possible its normal program while helping its members involved in defense-time machinery to pursue also, in spite of new and perplexing work schedules, their normal activities.

With a full and detailed background of many years of dealing with the problems of women and girls and of training them to meet squarely moral, economic and social issues, it will be able to bring to 1941-42 a wealth of experience and practical wisdom sufficient to take it through any straits and through all storms.

If You Want to Read

Information especially pertinent to the concerns of women workers and national defense is abundantly contained in the following publications: "Women Workers in Their Family Environment," published by the Women's Bureau of the United States Department of Labor (Bulletin No. 183), and "Organizations Working for National Defense," a list compiled by Anna Steese Richardson for the *Woman's Home Companion* (10 cents).

Another publication of considerable value is that recently issued by the Council for Democracy, a national organization headed by Raymond Gram Swing, entitled *The Negro and Defense.* This pamphlet, stating by statistics and facts the case of discrimination against the Negro, is one in a series "dedicated to propagation of American faith in democracy."

The weekly bulletin, *Information Service,* published by the Federal Council of the Churches of Christ in America, also has an article in its June 14, 1941 issue entitled "The Negro and America's Defense."

Students and the U.S.O.

Like the rest of the Y.W.C.A., students, for the past decade, have been deeply interested in problems of peace and ways of building a better social order, national and international. Because of the nature of student Associations and their proximity to the "halls of learning" their interest in the subject has taken a somewhat different direction and has, perhaps, gone somewhat deeper into basic considerations than some other sections of our membership—as a whole—may have been able to do.

Thinking students have seen with great clarity the confusion of objectives and issues in the international scene and in the policy of our government toward it. They are conscious that some of the greatest problems in the present world crisis are rooted in certain social evils and injustices and are skeptical of the ends which some political leaders are seeking and of methods they are using.

For these—and other reasons—members of the National Student Council have been deeply interested in the plans of the U.S.O., and in various groups throughout the country have discussed their participation in it. The majority decision—reached through local referendum and the regular democratic channels of the N.S.C.—was in favor of being actively included in the work of the U.S.O., although a strong minority opinion was registered.

The reports of the group discussions and the deliberations of individual council members reveal the kind of careful consideration and a quality of fearless, objective thinking which should be highly encouraging to all in the Association who hold fast, at such a time as this, to a belief in the validity of the democratic processes. The National Student Council wishes to express very sincere appreciation of the general movement of the Y.W.C.A. which generously held the door open and made possible this procedure for the Student Division.

Many shades of opinion were represented in most of the groups, from absolute pacificism to all-out aid to Britain. Almost all individuals were motivated by their Christian convictions. They recognized the fact, however, that in spite of their hatred of the whole war scene, this was an emergency situation and must be met in the most constructive way possible.

All were agreed that the important thing is the inner strength of the nation, and that is not to be found in an easy interpretation of "building national morale"; they all expressed the wish to *double* their efforts to increase their resources in order to re-emphasize the ongoing religious purpose, the goals and the established methods and principles of the movement, believing that along this line lies their greatest contribution to American life for the future as well as for the present.

RIGHTS OF NEGRO IN DEFENSE

(*Continued from page* 1)

City Chamber of Commerce was asked to induct Negroes into jobs for which they are trained.

In Los Angeles Mrs. John C. Urquhart, chairman of the Public Affairs Committee of the Y.W.C.A., wrote to Senator Hiram W. Johnson, urging support of Senate Resolution 75 and stating again the Y.W.C.A.'s immense stake in striving to pledge for the Negro as well as for all other oppressed groups the right to full participation in the life of the nation.

The Phyllis Wheatley Branch of the St. Louis Y.W.C.A., working with over 80 organizations of the community in making known the Negro's plight in National Defense, sponsored through the Public Affairs Committee a mass meeting in February; 7000 attended. Walter White, N.A.A.C.P., was one of the speakers.

And Mrs. Henry A. Ingraham, president of the National Board of the Y.W.C.A., in a letter to Senator H. H. Schwartz of Wyoming, dated April 8, 1941, spoke, in behalf of the Y.W.C.A., against the statement frankly issued by the president of a large aircraft factory that "under no circumstances will Negroes be employed as aircraft workers or mechanics" in a new bomber plant to be constructed.

Other recent developments continue to prove that individuals and groups are determinedly eager to affirm the rights of all their fellow citizens.

In one city a committee from the Nannie Burroughs Club attempted to arrive at a partial understanding, at least, of the Negro employment problem by the following actions:

1. Making a survey of the vocational abilities of the local Negro young people.
2. Working to secure adequate vocational guidance for Negro young people who are still in school or who should still be in school.
3. Interviewing employers with the help of interested white members of the Y.W.C.A. in an effort to get their point of view on the employment of qualified Negroes.
4. Interviewing the other clubs in the Industrial and Business Department of the Y.W.C.A. in an effort to get their attitudes toward having Negro co-workers.
5. Trying to secure at as early a date as possible one or two office positions for Negro girls as a first step and example. (The N.Y.A. has already employed as full-time office secretary one of the members of the Nannie Burroughs Club, and thereby set an example to other agencies, and gained the support of the Negro community.)

In this same city the Public Affairs Committee of the Y.W.C.A. held an exhibit of Negro art from the Harmon Foundation. They also brought a distinguished Negro social worker to meet with several college and community groups and to talk at the opening of an exhibit of some 85 posters on the contribution of the Negro to American life. This exhibit, which took a year to prepare, was worked out in cooperation with the two Negro clubs at the Y.W.C.A. and many interested individuals. The Book Review Committee of the Y.W.C.A. included, too, a review of the work of Negro poets.

In Buffalo the general secretary of the Metropolitan Board asked for extra copies of the Public Affairs Committee release on Senate Resolution 75. The resolution was to be studied by the Buffalo Y.W.C.A. Civil Liberties and Minority Groups Subcommittee.

The Public Affairs Committee of the Jersey City Y.W.C.A. just last week began a study of racial and nationality discrimination in defense industries of the community.

How many other groups, representing the Y.W.C.A. or other citizen groups, have been taking democratic action on this matter, it is difficult to know, for reports of letters to Senators, mass meetings and newly formed committees come in to National Board headquarters through devious routes. But it is evident that many more groups than these reported here are at work. And it is also evident that by this spirit of community-national interest in fair play will freedom be preserved.

You Can Know More —Through the Womans Press

For additional and more extensive information on the subjects discussed in this Information Sheet, turn to the June and the July - August issues of the *Womans Press*. In the June issue, two articles concern vital aspects of defense: "Guns *and* Butter," by Mary Dublin, and "Capital and Defense" by Rachel E. Haynes. Elizabeth Cecil Scott's, "Why We're in the U.S.O." defines very clearly the *why*. "News from '600'" and "Y, Of Course" also light up defense-time facts, as does "Public Affairs" in its discussion of the Negro and his right to work.

And in the July-August issue, just off the press, Myra A. Smith's article on "Trends in Employment" gives pertinent data on new jobs for women, and "Life and Letters," "Y, Of Course," and editorials point up knowledge that should be yours. Read also with care "A Change of Heart" and "Public Affairs."

Over 3,600 Communities Rally to U.S.O. Cause

Like a prairie fire, from Alaska to the Florida Keys, the organization of communities in the interest of the U.S.O. has spread across the country.

The hope expressed early in the campaign that 200 communities might be organized was soon realized. This number grew rapidly until over 1,000 had been reported. At present over 3,600 communities are organized.

Advance report reveals that over 270 communities have equalled or passed their quotas. Some have even asked that their quotas be raised. This fact is extremely important, for it connotes the attitude of our people toward U.S.O. objectives.

The total sum raised to date throughout the country has passed the half-way mark. Many of the gifts are generous, representing the understanding and concern both of individuals and corporations for the needs of our young defenders.

An analysis of the clippings returned to the U.S.O. by clipping bureaus shows space in excess of 200,000 inches given to it by the newspapers of the country. It is true that much of this publicity majors on the needs of men in the Army, Navy and in our camps. Throughout this mass of material, however, runs an unbreakable thread: the concern of the Y.W.C.A. and of other organizations working with women for the great numbers of them affected by the Defense Program of the United States. Some of these women are in industry, some are affected by population moves, or because they have found themselves stranded in camp communities. Thousands of women citizens of this country are wondering what is happening to women and girls.

The space so generously contributed by the radio corporations and sponsoring groups has had an eye-opening effect on many of our communities.

In New York City the Woman's Division of the New York City Campaign has exceeded the half-way mark of its total objective. In addressing this large group of women at one of the campaign luncheons, the Very Rev. Robert I. Gannon, S.J., President of Fordham University, said, "I believe that the U.S.O. is contributing greatly to national defense by breaking down misunderstandings and prejudices between peoples of different faiths, and through working together for a united America."

May I urge that all Y.W.C.A.'s throughout the country urge their U.S.O. organizations to send in their reports at the earliest possible moment.

PAULINE R. V. SCHAEDLER

Defense Situation Affects Local Y.W.C.A.'s

Local Y.W.C.A.'s, from Muskogee, Oklahoma, to San Pedro, California, have had their own responsibilities in adjusting to the almost-new world of 1940-41, *as the following brief selection from reports of their many activities will indicate.*

El Paso, Tex. Y.W.C.A. is housing many mothers, sweethearts and soldier-wives who are visiting in El Paso or waiting for a house or apartment. A "Square Dance Club" is held every Wednesday night to which many soldiers come regularly.

Wichita Falls, Tex. The Y.W.C.A. cooperates with the local Citizens Committee in planning twice-a-month dances, and is expecting a necessary program change in the late fall when the Air School at Sheppard Field, seven miles from Wichita Falls, expects some 20,000 men.

Springfield, Ill. Attendance in the Young Business Girls' Department slightly decreased because many girls are leaving for Civil Service positions. Difficult for Younger Girls' Department to get advisers for club work. Also difficult to obtain long-time volunteers.

Akron, Ohio. The Y.W.C.A. called a meeting of representatives from the county and city, the Department of Public Charities and the Family Service Society to discuss the matter of transient women and girls. The Y.W.C.A. has agreed to take care of the initial emergency, referring girls who need case work service to one of the other agencies. The Group Work Council, on which the Y.W.C.A. is represented, is studying the role which the group work agencies will take in the Defense Program. The Y.W.C.A. holds a "Choice Night Program" every Tuesday night for newcomers to Akron and for defense girl-workers. A Thursday night Y supper, followed by recreation and group-offerings, is also planned.

Cincinnati, Ohio. The Y.W.C.A. has appointed a Committee on Defense Program which has recommended to the Board that a program of recreation and study be developed for the wives of the hundreds of men coming to Cincinnati to work in the new Wright Plant.

Dayton, Ohio. Discussion groups and forums on local economic problems sponsored by the Y. One forum was so popular that it became city-wide under the leadership of a city committee. The Industrial Committee is planning a series of discussions to prepare the community for meeting new problems in industry. Dances are held frequently for the men at Wright Field and the Wright Field Employees Club meetings are held at the Y.

Massillon, Ohio. Rising rentals and housing shortage because of the construction of a new General Electric Plant which will employ several thousand men and women.

New London, Conn. Y.W.C.A. holds Open House Saturday night from 7:30 to 11:30, including social dancing instruction, a drama group, a discussion group, dancing, cards, ping pong. Open House is held also on Sundays from 3 to 8 p.m. This includes Open House for service men from 5 to 7 p.m. Group singing and refreshments are offered. The Y.W.C.A. is also cooperating with the Service Club of Fort Wright by jointly sponsoring two dances a month for enlisted army personnel. It is also offering twice a month dances for the non-commissioned officers.

Hempstead, N. Y. Y.W.C.A. executive secretary asked to assume chairmanship of the recreational work on the Defense Council of Women organized in Nassau County. She is also vice-chairman of the Hempstead Defense Committee as well as chairman of personnel of that committee, which calls for the organization of a recreational center at Hempstead for the men of Mitchel Field. Open House for Mitchel Field men is held every Sunday afternoon.

Newburgh, N. Y. The Y.W.C.A. is holding dances for non-commissioned officers from West Point and for air ground crews training with the local N.Y.A. Residence Center.

Charlotte, N. C. Y.W.C.A. "southern" hospitality makes the soldiers—mostly from the Army Air Base near Charlotte—feel very much at home. Dances for the soldiers include mixers like the Paul Jones, Grand Marches, Jitterbug contests, or Bingo parties. (Recently a soldier won the Bingo prize of a huge cake.) A piccolo furnishes the music for many of these dances! Business Girls' Department of the Y invites soldiers to fish-fries and sings for them on Sunday mornings at the Air Base. Soldiers like to come to the Y, are always there, visiting or attending dances. "They are fine and wholesome . . . have really added to and enriched our program, and we enjoy having them."

A "Y.W.C.A. Defense Program Committee" to coordinate the activities of the various Y.W.C.A. departments has been drawn up and will, among other activities, arrange for parties for wives and daughters of non-commissioned officers.

Springfield, Ohio. The chairman of the Y.W.C.A. Subcommittee on Nutrition is to be the representative of the Y.W.C.A. on a newly formed County Nutrition Council for Defense which is part of a state set-up.

Douglas, Ariz. The Y building is being used for groups of officers' wives whose husbands are stationed at Fort Huachuaca. Classes are offered in bridge and in conversational Spanish. The W.P.A. Recreational Project also uses the Y building for rehearsals of plays presented at the Fort.

San Francisco, Calif. The Y expects to be called on in the near future to provide hostess service on a regular basis as a member of the "Hospitality Center." Through Health Education Office and the Residence Club, groups of girls are attending service dances in neighboring camps.

Pasadena, Calif. Change of Y.W.C.A. program is anticipated due to women taking over jobs of men who have left for training or for defense industries. "Programs will probably have to be stressed to build up the physical health of women in preparation for possible strains of the future."

San Pedro, Calif. Shipyards are now employing 5,000 men; by August 31st they are expected to employ 10,000 and by October 30th, double that number again. This means that the Y.W.C.A. will have to meet new demands for service with a staff too small to handle a larger program. Housing shortage is anticipated, as well as the problem of public recreation.

Spokane, Wash. Dances for the boys at the Fort each Friday night. Soldiers seem to prefer dances to volley ball but want other entertainment as well, such as picnics, roller-skating and bicycling parties.

Sheridan, Wyo. Increased interest evident in Y.W.C.A.'s educational classes, especially those in nursing and public affairs. Girls have left Business Girls' Club because of jobs in other towns or with the Civil Service, but such vacancies have been filled by incoming members.

Delaware City, Del. Girls indifferent to soldier problem because their town has

always had a fort. Delaware City needs a recreational center outside Fort DuPont. Business girls of the District Y have asked soldiers to participate in some of their musical programs given as community projects.

Bogalusa, La. Some soldiers drift into this town, although the majority go to New Orleans for the weekend. A recreation program for the small number who drop in is needed.

Evansville, Ind. The Y.W.C.A. reports: "Have heard some factories have suggested employees take an extra two weeks' pay in place of summer vacations." "Defense discussions will probably result in procuring full-time trained health officer." An interest in Y.W.C.A. first aid classes is evident, but Evansville, on the whole, is not greatly affected by defense-time. However, a new defense industry at Hendersonville, Kentucky, just across the river, may affect Evansville and the Y.W.C.A. program.

Roanoke, Va. The Phyllis Wheatley Branch Y.W.C.A. through various committees is sponsoring many activities in relation to the defense program. These include classes in: Nutrition, Home Hygiene, First Aid, National Defense Serving Project.

Muskogee, Okla. The Y.W.C.A. is sponsoring Red Cross home nursing and first aid classes. Since the housing question here is acute, the Y's long-dormant Rooms Registry Service is coming into considerable use.

Sumter, S. C. "We are wholly unprepared to handle the present emergency in either budget or equipment, but we are ready and willing to change program to meet pressing local needs as well as to endeavor to serve as we are needed."

Nashville, Tenn. The Y is the only organization represented on the Citizens Committee which is organized to provide recreation for the soldiers on Saturday and Sunday. Old-fashioned square dances are a favorite with the soldiers who also enjoy very apparently the charms and friendliness of the Y.

Richmond, Va. The general secretary of the Y.W.C.A. and a Board member are members of the Richmond Regional Defense Service Council and also the Community Defense Service Council. The Y.W.C.A. has revised its Rooms Registry Service in preparation for any influx of newcomers. A day-time program for young women new to the Y.W.C.A. or new to Richmond is especially successful. At community dances held Saturday nights under the auspices of the Defense Service Council, Y.W.C.A. girls and volunteers are hostesses and dancing partners.

Columbia, S. C. The Y.W.C.A. has been working closely with Fort Jackson, a camp a few miles away housing some 40,000 soldiers. It has held Sunday afternoon get-togethers for the wives of non-commissioned men and established afternoon and evening gym classes for the benefit of newcomers and town folk. It has also cooperated with the army chaplains by arranging for large groups of girls to attend dances at the Fort, and as well, Sunday worship services. It has aided the W.P.A. recreation group too, in making Fort dances as popular with the girls as with the soldiers. The Fort Jackson Citizens Committee also asked the Y.W.C.A. Board to take entire responsibility for the personnel of a recreation center which the Board voted unanimously to do. The Y.W.C.A. hopes to draw up a schedule of activities for nurses, librarians and hostesses at Fort Jackson and to set up a morning gym class for army wives unable to attend afternoon and evening classes.

Los Angeles, Calif. The following excerpt from the letter of an industrial secretary describes graphically some of the extra-curricular "problems" which the Y.W.C.A. frequently finds itself facing: "I am enclosing a couple of invitations we received for the Naval Reserve Radio and Signal School dance. Also a couple of tickets we had for a Veterans' Ball we had last month. It seems to me that the dances involve a great deal of responsibility. Today I heard that a couple of 17- and 18-year-old girls who heard about it at our swimming class slipped off to go. They belong to a church which opposes dancing and are girls who very seldom have dates and are longing for them. Not only did they go to the dance, but did not return in the bus and went out with some of the fellows afterward. Besides that, we have such little annoyances as I mentioned before as short men and tall girls, blistered feet, inability to and dislike to dance. The community is just getting itself pulled together to do something about recreation. We are calling together a committee to meet with the men next Tuesday evening to try to get at our problem and plan more wisely before events."

Publicity

The first appointment of Y.W.C.A.-U.S.O. supervisors and directors has given the Publicity Department a chance to tell the public how this agency is functioning in the coordinated program of the U.S.O. The Department is proposing to set up a service which has already proved welcome to the few appointees in the field. Before the arrival of the appointee it sends direct to the local press or, if there is a local Y.W.C.A., to the general secretary for press release a notice of the imminent arrival of the U.S.O.-Y.W.C.A. supervisor or director with a brief outline of her scholastic and professional achievements. This the Department follows up with a feature story, describing local conditions as reflected in the reports and other data available at national headquarters. This is mailed direct to the appointee as an aid in giving interviews and making speeches. Photographs accompany the material, when available.

Y.W.C.A. Need in Tennessee Noted

Camp Forrest, located near Tullahoma, Tennessee, would richly benefit from Y.W.C.A. aid, according to Mr. Raymond A. Hoyer, representative of the Federal Security Agency in this region, who, in a report of his April meeting with representatives of the U.S.O., described imperative lacks of the locale.

Mr. Hoyer suggested, first of all, that a building operated by the Y.W.C.A. would be of foremost aid to a community almost devoid of recreational possibilities. This would provide to girls employed at Camp Forrest, who live too far from home to commute, a means by which to secure leisure-time entertainment. They are, he stated, as much in need of facilities for a social and recreational life as are the Camp Forrest soldiers who are driven to wandering over the entire countryside in search of amusement.

Mr. Hoyer also foresaw that a valuable experiment in rural community organization could be conducted in this rural and semi-rural region by Y.W.C.A. workers experienced in such work. Many groups from the countryside as well as from the Camp could be made available for parties, entertainments and other mixed social activities. Such groups would be especially essential in answering one phase of the problem: how to provide wholesome and natural means for social recreation to soldiers in an area which has none of the usual plethora of movies and good-time places.

Since the Tullahoma region has few workers trained in leadership and recreational guidance, the establishment of a Y.W.C.A. building would also prove highly valuable as a model to local committees in group planning and leadership.

U.S.O.—National Board Y.W.C.A. Staff

Appointments to July 1, 1941

HEADQUARTERS
Correlator: National Board Y.W.C.A.—U.S.O. work—Genevieve Lowry

DIVISION OF COMMUNITY Y.W.C.A.'s
Correlator—Genevieve Lowry
Associate Correlator—Helen Crawley

Field Supervisor—Doris Frizzell
1st Corps Area
2nd Corps Area (Upstate New York)

Field Supervisor—Temporarily, Opal Boynton
2nd Corps Area New York City Metropolitan Area
New Jersey, Delaware
3rd Corps Area Pennsylvania
5th Corps Area

Field Supervisor—Blanche Best
4th Corps Area

Field Supervisor—Temporarily, Helen Crawley
3rd Corps Area

Field Supervisor—Goldie Carter
6th—7th—8th Corps Areas

Field Supervisor—Until Sept. 1—Helen Flack, After Sept. 1—Mary Buchtel
9th Corps Area

Field Supervisor—Mrs. Gladys Pullum Ervin
Negro work

Program Supervisor
Defense Industrial Area—Opal Boynton
Industrial Workers

Program Supervisor
Defense Industrial Area—(Appointment pending)
Business and Professional Workers

Supervisor—Health and Recreation—(Appointment pending)

LEADERSHIP DEPARTMENT
Training—Helen Thatcher

PUBLICITY—Mrs. Nora Corcoran

FINANCE CAMPAIGN—Miss Pauline Schaedler (part time)

WOMANS PRESS
Editorial Secretary—Margaret Kuhn (beginning Sept. 1)

Editorial Assistant—Jean Garrigue

LOCAL COMMUNITIES
Alexandria, La.—
Director—Mary Adams

Columbus, Ga.—
Director—Helen Sheley

Pensacola, Fla.—
Director—Florence Harris

Ft. Dix, N. J. (Burlington Co.)—
Director—Beatrix Park

San Luis Obispo, Calif.—
Director—Genevieve James
Assistant—Mildred Taylor

Bremerton, Wash.—
Director—Emily Olson

Watertown, N. Y.—
Director—Marjorie Starkweather

Tullahoma, Tenn.—
Director—Elsie Heller

A Statement from the Business and Professional, and Industrial Staffs on the U.S.O. Program Supervision

The Y.W.C.A. is now setting up its staff of workers to carry our share in the U.S.O. program. There will be several national supervisors. The people being called to the U.S.O. staff to carry special responsibility for the development of program in industrial defense areas will, like the present National Board staff, have to combine responsibility for their program emphasis with responsibility for specific regions. They have been chosen because of their special experience with our own Y.W.C.A. program for business girls and for industrial girls. They will be known as:

Program Supervisor—Defense Industrial Areas
Business and Professional workers

Program Supervisor—Defense Industrial Areas
Industrial workers

The term "industrial area" is used in contrast to the term "military area" and is accepted and understood to apply to all workers in production, white-collar as well as industrial.

LILIAN SHARPLEY
B. and P. Secretary
Divison of Community Y.W.C.A.'s

OLIVE VAN HORN
Industrial Secretary
Divison of Community Y.W.C.A.'s

"I AM CONVINCED that, more than we know, the reason why we have this constant repetition of chaos and war is partly because women have not sufficiently entered into the life of the world."—Pearl S. Buck. *Womans Press*, July-August 1941.

We Answer Your Questions

Will the U.S.O. program provide work:
(1) With women;
(2) With workers in defense industries?
Yes.

What U.S.O. statements cover work with the groups above?
The following statement was made by the President at his Press Conference in the White House on April 8, 1941:

"Yesterday in New York, the United Service Organizations for National Defense announced their program of service to soldiers, sailors and defense workers in providing for the recreation, welfare and spiritual needs of young men and women who have answered and will answer the call of national defense. The six-member organizations of the U.S.O. are fulfilling an essential and patriotic duty."

The Articles of Incorporation Statement of Purpose:

The articles of incorporation state that the purposes of the United Service Organizations are to aid in the defense program of the United States by serving the religious, spiritual, welfare, educational and social needs of the men and women in the armed forces and defense industries of the United States and in general to contribute to the maintenance of morale in American communities; and, in order to carry on such services, to afford a means and an organization in which the member organizations may cooperate.

The U.S.O. aims by joint effort to provide—in communities contiguous to and near military training camps, Army Posts and naval stations, and defense industries—such activities, facilities, and leadership as will recreate the best of normal life and influence that prevails in the communities from which these men and women have come.

Program Memorandum, March 8, 1941:

Special service to women and girls:

a. Counsel and practical aid in individual problems.

b. Religious guidance.

c. Group program with attention to religion, health, personal and family relations, work problems, interracial and international relations.

d. Co-educational and co-recreational activities: dramatics, discussion groups, social events, including dances.

INFORMATION SHEET

Young Women's Christian Association

Our Government has authorized us, as one of six of the United Service Organizations, to serve those who are affected by the national defense situation.

National Board, Young Women's Christian Associations, 600 Lexington Avenue, New York, N. Y.

NO. 4 **July 25, 1941**

National Board Presents Answers To Y.W. Queries

On What Bases Will the National Board Y.W.C.A. Consider Requests for Emergency Work in Industrial Defense Areas?

There is no single simple answer to this question. The principle is that U.S.O. funds are to be used in communities and areas where the national defense program has created problems which local resources cannot meet.

The industrial defense program affects, in one way or another, every community in the country and the assumption is that in each case all local forces will first be mustered to make plans to meet the problems that arise; it is only the overload which agencies in the U.S.O. can consider. Some counter questions, therefore, are in order:—

How is your community, as a whole, now planning to meet these needs?

How is the local Y.W.C.A. adjusting its program to meet specific demands?

If a community's resources are taxed by the emergency industrial situation beyond its ability to meet the needs involved, then requests for help can be sent to the National Board of the Y.W.C.A.

Such requests should be accompanied by answers to such questions as these:—

1. What specifically has your community done in relation to the demands of the situation? Report any consideration and action by such groups as a local defense council, the Council of Social Agencies, local U.S.O. Committee.
2. In what ways can the problems for which assistance through special projects is requested be attributed directly to the national industrial defense program?
3. In what ways is the program of the local Y.W.C.A. directly affected by the industrial defense program? Factual information, not general impressions, should be submitted indicating the specific implications for the Y.W.C.A.

Not merely the existence of a problem nor the general desirability of a program project but the inability of a community to cope with the situation it faces, will be the test.

A Local General Secretary Speaks

How do the local Y.W.C.A.'s and the U.S.O. work best together? This is the new phase of the "Family Relations" program of the Association.

First it is important to keep clearly in mind that in many communities the local Y.W.C.A. relates to the U.S.O. only by helping to raise the total national U.S.O. budget. This money is raised by all of us to finance work of the six agencies in communities all over the country most disturbed by the defense program. The Y.W.C.A. has made its choice through a process which has lasted many weeks and which has used all of our normal channels for making decisions, including information which you have sent in, studies made by the advisory secretaries, special surveys, etc. Almost all of our Y.W.C.A. communities are changed in some way by the new life which is upon us—obviously only those most affected could be chosen.

In these communities the U.S.O. will pay professional staff engaged by the National Board of the Y.W.C.A. responsible to it for their program and methods of work. If you are not one of these communities your Association has its relation to U.S.O. through the National Board. If U.S.O. workers are placed in your community your relation is one of invaluable community resource and cooperation—an advisory, not a supervisory relation.

(*Continued on page* 3)

U.S.O. Campaign Zooms Toward Successful Finale

The barometer is still rising! The response of local communities to the appeal of the U.S.O. has been amazing.

Total number of communities organized to date	4,674
Completed campaigns	1,059
Campaigns currently active throughout the country	3,615

To retain the country's interest in the U.S.O. will be a major responsibility of the U.S.O. in the interim period between this campaign and subsequent ones. This should not be difficult for the obvious reason that scarcely a family exists which does not have some members of it somehow related to the National Defense Program.

The 1941 U.S.O. campaign organization is gradually being demobilized. The present regional campaign directors convened over the weekend, July 19, 1941, to register their experiences, to evaluate their learnings, etc.

The campaign office will continue to operate on a decidedly reduced scale but there is much that must be done in the time just ahead in order that experience may be evaluated and records completed "against the spring."

As for the net financial results of the campaign itself, these are most encouraging. Soon the totals will be released, the expectation being that the needs of the U.S.O. for this year will be met. There have been many questions as to how the money raised for the U.S.O. will be spent. Suffice it to say that it will be spent in accordance with agreements with the Government and the U.S.O. All expenditures will be subject to both U.S.O. audit and to an audit by the Government.

Since so many questions have been raised about the disposition of local U.S.O. funds, the following Resolution by the Board of Directors, as of July 10, on their disposition will be of interest:

"*Whereas,* increases both in the armed forces and in centers needing U.S.O. service have each extended materially the requirements of the U.S.O. national budget, and

Whereas, certain communities have asked for a declaration of U.S.O. national policy on the proper disposition of funds raised in excess of campaign goals, be it resolved:

1. That in justice to the contributing public, and in accordance with the agreement with the Federal Government, all funds contributed anywhere to the current U.S.O. campaign, less properly authorized and audited expenses, must be used solely for current U.S.O. purposes; said purposes including the national U.S.O. budget and such local U.S.O. budgets as may have been agreed upon in advance of such local campaigns by properly authorized agents of local committees and the U.S.O. national headquarters.
2. That in all cases where the net amount raised, after expenses, is either less or more than the campaign objective, agreed upon in advance in accordance with the foregoing paragraph, the national and local U.S.O. quotas are to be paid proportionately.
3. That all local funds, after expenses, should be transmitted promptly by all local U.S.O. campaign treasurers, in accordance with the foregoing understanding; with no funds retained for the maintenance of local depositories, for reserves for next year, or for any other purpose not approved in writing by the National Treasurer."

I am sure that many of our readers will appreciate the following remarks by Mr. John D. Rockefeller, Jr. These statements were made as he doubled his first contribution of $50,000 to the work of the U.S.O.:

"Because I feel that adequate provision for the out-of-camp leisure time of soldiers and sailors is vital to the maintaining of that high morale which is traditional among our armed forces; because I have such complete confidence in your organization and the efficient manner in which its cooperating agencies have already addressed themselves to their important tasks; and because I know of no more significant service that the rank and file of the people of the United States can render to our defense than the adequate support of this work, I am happy to pledge $100,000 to the United Service Organizations campaign, of which the $50,000 already advanced is a payment on account.

"That the national goal of $10,765,000 will be reached as a result of the careful planning, hard work, and wide cooperation that have already characterized this effort goes without saying; the American people will never let their enlisted men down.

"I am hoping, however, that the goal will be largely oversubscribed. Nothing could mean more to the morale of our soldiers and sailors than such an evidence of the backing of their fellow citizens."

PAULINE R. V. SCHAEDLER

Notes for Readers

A new pamphlet of the Council for Democracy, 285 Madison Avenue, N. Y. *Defense on Main Street*—Prepared to answer the question "What can I do?" 10 cents

Series of Planning Pamphlets of the National Planning Association, 1721 Eye St., N.W., Washington, D. C. An unusually valuable pamphlet, *Defense Planning and Labor Policy,* provides excellent basic material for understanding organized labor's relation to defense. 25 cents

Public Affairs Pamphlet, 30 Rockefeller Plaza, New York, N. Y. *Man Meets Job — How Uncle Sam Helps.* Description and critical comment on the U. S. Employment Service.

Four page leaflet from the American Friends Service Committee, 20 S. 12th Street, Philadelphia, Pa. *A Call to Persons of Good Will.* A fine statement of the principles which men of good will should support to assure "dynamic peace."

Consumer Prices, issued twice a month by the Consumer Division of the O.P.M. The June 12 issue has some good cost of living charts, and a list of seven jobs for the housewife who is interested in getting the full nutritional value of the food she buys.

For a fuller treatment of the values in foods, see the July *Survey Graphic* which contains a special section, "Food for a Stronger America," and an article in the June 9 *New Republic* by Dr. Parran in which he summarizes the reports and recommendation of the National Nutrition Conference for Defense, held in May in Washington, D. C.

Richard W. Lawrence, chairman of the New York City campaign of the U.S.O., recently announced that the U.S.O. was making arrangements with the Canadian War Service Fund, a similar organization, to provide recreational facilities for American service men sent to Iceland.

U.S.O.—National Board Y.W.C.A. Staff

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Negro work
Supervisor Student Work
—Evangeline Wilcox
Program Supervisor—Florence Williams
Health and Recreation

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Director—Irene Redman
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Director—Katharine Knight
Director for Negro Work—
Evelyna Forney
Rolla, Mo.—
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Camp Edwards Area, Mass.—
Director—Esther Johnston
Hot Springs, Ark.—
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Buy-Coal Campaign Launched

The Office of Price Administration and Civilian Supply, in which Miss Harriet Elliott is Associate Administrator, asks the cooperation of all consumers in a campaign to help national defense by buying next winter's coal this summer.

By buying their coal ahead of time consumers can help national defense in three ways: They can free railroads for the heavy burdens of the coming fall; they can conserve purchasing power by buying when prices are lower; they can help remove the summer surplus of the type of coal used by consumers.

"It seems to me that girls and women can make their best contribution to defense by doing their regular jobs as well as they can."—*Eleanor Roosevelt*

A SECRETARY SPEAKS

(*Continued from page* 1)

A second point to keep clearly in mind is that U.S.O. workers are there because the defense situation requires it. The local Y.W.C.A. program is having to lay aside the word "normal," too. And our Y.W.C.A. purpose is fulfilling itself as our fellowship is including more and more women and girls. Change often means sacrifice. In meeting it constructively is the quality of Jesus.

If we believe that we are only upon the threshold of changes which we must face if we live courageously in this generation we have to face the fact that what we can do both as individuals and as Christian groups must be constantly enlarged. At the moment that U.S.O. has arrived to take care of locations acute because of the national emergency, the Y.W.C.A. all over the country is repeating its history of courageously meeting needs as they arise. Perhaps this is the time for which we have come to the Kingdom.

Migration and Housing Problems Loom Large

When a million men are soldiering for Uncle Sam, it means a good deal of moving about. A young man from New York goes down to Fort Lauderdale, Florida, a young man from the Middle West goes to Fort Dix in New Jersey. . . . But not only soldiers are shifted from here to there over the country. Families too—especially the agricultural migrant—very often follow the man of the family who is serving with the armed forces. And then, of course, small businesses of all kinds are inevitably not far behind the new training camp or air base.

And when there are barracks to be built for the soldiers or new factories to turn out the guns he is to use, another kind of migration shift is involved. Carpenters, plasterers and other construction workers go where new building is being done. In April of 1941, for example, nearly 700,000 workers were employed in the 20 camp areas and defense centers of the country.

Skilled Labor Travels

Although labor supply in relation to region is fairly well regulated, according to statistics embodied in a document carrying the testimony of Paul V. McNutt and submitted to the Committee of the House of Representatives to Investigate the Interstate Migration of Destitute Citizens, the necessity for population shift is still very real. According to the report, "it appears that each major region has within itself a sufficient gross labor supply to take care of employment expansion up to 5,000,000 jobs." But because so much of the labor now demanded in defense industries requires special skills, which not just every unemployed worker, in spite of his good will or eagerness for work, can automatically supply, the concentration of 73 per cent of the defense contracts in America's 20 prime defense centers does not mean the absorption of unemployment in those areas. It means, rather, the transfer of skilled workers and their families from a locale that is very probably their home to one of those 20, perhaps, strange regions, it means the displacement of population.

"Bulge" Towns?

It means again, for the community suddenly "mushroomed" by the establishment of a defense plant employing hundreds or thousands, or situated close by a new camp containing practically a small city of soldiers, new and confusing problems of housing and recreation. And these communities are aware of the tragic fate that has, in the near past, overcome other locales which expanded into "bulge" towns under abnormal economic booms only to recede into "ghost" towns when the inevitable economic reaction occurred. They do not want to build houses that will later be abandoned to wind and rain for lack of occupants. They do not want to start little businesses that will be left on the rocks when the temporary flood of industrial workers leave town. They are aware of the impermanent and emergency nature of their population and prosperity rise. But, in the meantime, how are the workers to live who are called there by a demand for their services?

But there is, likewise, a more positive side to the picture. The Government is well aware of the potentialities existing in the many "ghost" towns left from former good times. It hopes to revitalize those towns by putting to use again their empty factories and houses, by giving back to the citizens of those towns steady employment and good wages.

Labor Must Rest and Play

And what of the problem of recreation? It was suggested in the report affirmed by Mr. McNutt that industrial concerns moving into little towns or into communities inadequately equipped for recreation should not expect the town fathers to undertake the responsibility of providing their employees with park grounds, gymnasiums and other means for diversion but should supply any recreational needs themselves. It is expected, however, that major community needs will be met by the federal government. Bill H.R. 3570, recently introduced into the House, allows for the appropriation of $150,000,000 to cover the construction of facilities needed for communities most drastically affected by defense. This appropriation includes the building of 360 Service Clubs for which the United Service Organizations will provide programs and entertainment.

Communities Can Cooperate

It is possible, also, that communities can do a great deal themselves in avoiding the unhealthy effects of defense by getting together, as two notable examples —York, Pennsylvania, and Bloomington, Indiana—did, and taking accurate stock of just how they could and could not fit into the defense program. The citizens of York formed a committee to survey its factories and little shops. It soon discovered that it had enough machinery and tools to warrant several defense orders from the Army or Navy for shoe making, cartridge clips, wooden boxes (by local cabinet makers), special adjustments and parts on a few machines (which one small machine shop employing only ten men was able to carry out).

Bloomington, making a survey of its industries as well as its labor supply, discovered that, though defense production in its area was possible only on a small scale, it could serve very successfully, because of its inland position, as a storage area. Both cities as a result of the analysis of their resources discovered, as Britain had already discovered, that a great deal of defense production might be "farmed out" to small communities or to small shops in cities, in other words, that production could be distributed among a large number of units. This procedure could avoid, as it did avoid in Britain, the time and money spent in building new plants and manufacturing new machinery; the dislocation of labor by importing it from other regions; the housing shortage problem. And, above all, the threat to defense production always grave when concentrated in a few locales that might prove disastrously vulnerable.

New York U.S.O. Headquarters Set Up

U.S.O. headquarters for midtown Manhattan were recently established in the four-story building at 99 Park Avenue which has been turned over to the New York Defense Recreation Committee. The building, city owned, which will serve as a headquarters and information center for Uncle Sam's boys, was formally dedicated July 7 by Mayor LaGuardia.

National Board Y.W.C.A.-U.S.O. Workers Assigned to Local Communities

Committee Suggestions

U.S.O. Local Councils

These relationships are outlined in a general U.S.O. memorandum, May 9, 1941.

"Community Relationships

a. Local initiative in meeting needs should be encouraged. U.S.O. plans are designed to supplement local provisions and to supply the specialized services of the member agencies.

b. Local councils of lay representatives of member organizations operating in each community should be formed to promote cooperation, to establish local procedures, and, where necessary, to provide public representation on behalf of U.S.O. agencies. Care should be taken, however, not to impose undue burdens upon local leaders already involved in other aspects of the local community program.

c. The purpose of the council is to insure well-balanced planning of facilities and program, to provide maximum service and efficiency and to avoid duplication."

It is hoped that local Y.W.C.A. leadership and National Board Y.W.C.A.-U.S.O. staff will be aware of the importance of having in the local community U.S.O. Councils individuals who represent not only the administrative groups but the program groups as well.

Communities Where There Is No Y.W.C.A.

The first emphasis is, of necessity, work with the individuals and groups for whom the U.S.O. was organized.

In the beginning, women of the community who are especially interested in the contribution that the Y.W.C.A. can make should be used as advisers. Later, especially if the National Board-U.S.O. program involves the operation of a U.S.O. building or rental, an advisory committee for the program and its operation will be desirable.

Communities Where There Is a Y.W.C.A.

Staff for the National Board Y.W.C.A.-U.S.O. program will be assigned to local communities, not to a local Y.W.C.A., according to the regular U.S.O. procedures of consultation and clearance. Such staff will be under the supervision of the National Board, but will work in close cooperation with the local Y.W.C.A.

The National Board suggests that a committee be selected in the local Y.W.C.A., composed of representatives from departments and areas of work immediately affected by the defense program. This will be the group with which the Y.W.C.A.-U.S.O. staff can consult.

* * *

If more than one local Y.W.C.A. is located in a defense area, there might be periodic meetings of leadership from all the associations involved.

Here's What One American Does

Mrs. Annie J. Wagner lives in a "bulge" town. In eight months the town grew from 900 persons to approximately 4,000. Mrs. Wagner has therefore had first-row seats at the spectacle of a crossroads subjected to enormous and abnormal growing pains. She has seen its extra tents, shacks, lean-to's, chicken coops, junk-heap jallopies, even its jail and fire house, turned over to flocks of strangers newly employed in the town's "mushroom" industry—a big powder plant.

Mrs. Wagner has not only watched. She has acted. When she began to realize that the stream of strangers coming to the little town was steady and permanent and that the problem of housing them was not an overnight affair, she began to get busy.

She started a club to get newcomers acquainted with each other and with citizens of the town.

She aided Home Demonstration Clubs in their presentation of the diets necessary for the maintenance of defense-work vigor and stability of defense-work nerves.

She attempted, with other energetic citizens, to clean up the sudden rash of "trailer vice."

She began campaigning for a new school since the old one was so overcrowded it could not hold all its new students.

She was a volunteer worker in the typhoid-shot clinics; fought the "ten dollar minimum" tax on trailer grounds; worked for betterment of sanitary conditions on the trailer grounds, and is thinking ahead to the town's desperate need of a recreation building and grounds, particularly since a new plant, due to open soon, will employ approximately 4,000 women and girls.

Mrs. Wagner is definitely a "progressive" citizen, most definitely a good one. She is a good citizen because she wants to know and help her fellow humans. And, fortunately for our land, there are many Mrs. Wagners.

What's Good for the Soldiers?

Jonathan Daniels devoted his column in the June 28 issue of the *Nation*, "A Native at Large," to a consideration of what the U.S.O.'s goal of $10,000,000 should do for the soldiers of the land. He stated: "I am hoping that at least as much of this $10,000,000 is spent on fun as on organized goodness," and went on to say that the sum would give its full value only "if the emphasis in the recreation houses is put on the ideas of the young who are to be entertained rather than on those of the undoubtedly consecrated and devoted men who are to be in charge of the entertaining. This is the soldiers' and sailors' money—this $10,000,000—and it ought to be spent for their fun. The best way to protect them—to build their morale—is to please them."

Of course not all of the $10,000,000 goes to the soldier boys, as the Y.W.C.A. is not forgetting. Nor the women and girls in defense industries. . . .

Women Volunteer to Help Their Country

All over the country women have been organizing in large and small groups to prepare themselves for the many needs of our national defense. At Russell Sage Women's College in Troy, New York, short intensive courses in elementary nursing, emergency feeding and nutrition, aviation, automobile driving and repairing, active participation in British relief, "hardening up" courses in gym, have been substituted for extra-curricular activities. A new group, the Committee on Civilian Defense, sponsored by the Women's National Democratic Club, is specializing in classes equipping women for the new techniques which future situations may demand from them: first aid, fire prevention and air raid precautions, leadership, etc.

The American Association of University Women set about to register its many thousands of members. Cities like Troy, N. Y., and Elmira, N. Y., have taken it upon themselves to list their women citizens. As many as 5,000 in Troy registered for defense training classes. In Nassau County, N. Y., the Defense Council of Women is 25,000 strong.

"Department of Agriculture experts estimate that if American families had 'good' diets, they would consume 15 to 20 percent more dairy products, 35 percent more eggs and from 70 to 100 percent more fruits and vegetables."

—*The New Republic*, June 28, 1941

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Assistant Treasurer

Miss Emma P. Hirth
General Secretary

600 Lexington Avenue, New York, N. Y. Telephone: PLaza 3-4700 Cable Address: Emissarius, New York

July 29, 1941

Miss Mary V. Robinson, Director
Division Of Public Information
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Robinson:

I am sending you, under separate cover, some of the material to which I referred at the meeting in Washington on July 23. I was sorry to leave so abruptly but I barely made the plane.

Thank you very much for sending me the coat I left in your office. It arrived this morning.

Sincerely yours,

Genevieve Lowry

Genevieve Lowry
Correlator U.S.O.-National
Board Relationships

JB

NATIONAL TRAVELERS AID ASSOCIATION

TO UNITE TRAVELERS AID SOCIETIES IN A NATION-WIDE CHAIN OF SERVICE

425 Fourth Avenue, New York, N. Y. *Telephone:* MUrray Hill 3-3978

MEMBER OF UNITED SERVICE ORGANIZATIONS FOR NATIONAL DEFENSE

January 22, 1941.

Miss Mary V. Robinson, Director,
Division of Public Information,
U. S. Department of Labor,
Women's Bureau,
Washington, D. C.

Dear Miss Robinson:

I am very sorry to seem to be late in returning the copy of the handbook on Recreation and Housing Standards for Women Defense Workers. I have just returned to the office and found it had arrived during my absence.

I think you have done a good job with this and do not at all object to your having shortened the statement which I made on the Travelers Aid Service. I realized when we sent this to you that there was probably more detail than you could use, but wanted you to have a fairly adequate summary of our program.

Sincerely yours,

Margaret Creech

Margaret Creech
Director of Information and Studies

MC/t

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TO UNITE TRAVELERS AID SOCIETIES IN A NATION-WIDE CHAIN OF SERVICE

425 Fourth Avenue, New York, N. Y. *Telephone:* MUrray Hill 3-3978

MEMBER OF UNITED SERVICE ORGANIZATIONS FOR NATIONAL DEFENSE

December 4, 1941

Miss Mary V. Robinson, Director
Division of Public Information
U. S. Department of Labor
Women's Bureau
Washington, D. C.

Dear Miss Robinson:

I am sorry to have missed the conference in Washington and the discussion regarding conditions for women defense workers. I have read with interest the material which you sent for the bulletin, and am enclosing a short description of Travelers Aid service to be included where you have indicated on page 2 of part 4. I have also raised one or two minor questions in regard to sections elsewhere in the document. On page 3 of part 2, for example, I personally would question the use of the word "pauperization". This is probably a special prejudice of mine in regard to that word. On page 1 of part 3 Travelers Aid should be included among the list of agencies offering listings of resources for housing. On page 4 of part 4 I wonder if the phrase "in the capacity of trained case aides" might be added to the following sentence "As a service it might well be on a cooperative basis and carried on to great extent by trained volunteers in the capacity of trained case aides". I think you have done good work in the organization of this bulletin.

I am coming down to Washington for the American Public Welfare Association Conference, December 12th to 14th. I do not know whether there will be any time for conference then or not, but thought you might be attending these meetings. At any rate I will be available at the Mayflower Hotel.

You ask for a bibliography which might be included. You will note that I have put in as a foot-note a reference to the following book:

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(21)

Miss Mary V. Robinson December 4, 1941

The Short Contact in Social Case Work , A study of Treatment in Time-Limited Relationships in Social Work; Wilson, Robert S. Ph.D. 2 vols. Pub. by National Association for Travelers Aid and Transient Service, 1270 Sixth Avenue New York, N. Y. (Now the National Travelers Aid Association, 425 Fourth Avenue, New York)

This might well go into your bibliography as descriptive of our casework service.

Sincerely,

Margaret Creech

Margaret Creech
Director of Information and Studies

MC/ad
Enc.

The service provided by Travelers Aid Societies is for the purpose of helping individuals and families who, because of being strangers in the community, need (1) advice, information, and direction, (2) protective travel service, and (3) special individualized help on serious social problems. It operates on the premise that it is beneficial to individuals and to communities to help with problems before they become acute and chronic. Hence the natural position for Travelers Aid operation is at points where people move to and fro -- that is, railway terminals, bus terminals, ports of entry to cities or to the country, and at other points where numbers of moving people are to be found. The movement of people as a result of the present national defense program calls upon the Travelers Aid for increased services at points where it already exists and, in addition, calls for new organization of service where there are new concentrations of population.

Included among these groups of moving people are the women who have come into a community for work in defense industries to whom the resources of the community are unknown -- or who are en route through a strange city to work elsewhere. The Travelers Aid Society through long years of experience has developed a philosophy and technique of giving individualized information service which is accurate and dependable. Resource files are prepared which make readily available information regarding such facilities as housing, recreation, churches and medical resources. Special care and ingenuity are used to suit these resource files to each community's needs by the inclusion of resources such as special pertinent legislation, maps and directories.

A special type of protective travel service, including meeting incoming trains, buses, etc., connecting with relatives and friends, placing en-route with instructions to Travelers Aid Societies in other cities to meet and assist, is a distinctive part of service to inexperienced and handicapped travelers. This would include young women traveling to jobs in the defense program. Emergencies - for instance, loss of money -- are common. Emergency problems that befall people who travel make protective travel service a necessity in times of great movement. Such services as the information and direction and travel services provide the opportunity for selection and discovery of situations requiring a service on a more distinctly individualized or social case work level. In addition, many come whose first request is for service on a case work problem.

In general, persons are accepted for this case work service who are in need as a result of meeting some difficulty en route, or, of arriving in a strange city or country without knowledge of the community, or without funds or friends or other resources which might help them to make their own way. Problems of all kinds are presented by these people. The common factor which governs service to them is their status as strangers in an emergent situation demanding prompt attention. This calls for a special skill in the short contact phase of case work. *

Since Travelers Aid cases generally involve more than one city, it is impossible for any one Travelers Aid Society to do adequate work

unless a service can be secured in the other city or cities to which a traveler is going or where he belongs. A strong chain of service must be maintained to prevent any possible breakdown of care for people between the city of departure and the point of destination. Such a chain is made available in some two thousand communities in the United States by the regular Travelers Aid Societies, the cooperating representatives, and by the TA-USO units organized for the defense program.

* The Short Contact in Social Case Work, A study of Treatment in Time-Limited Relationships in Social Work; Wilson, Robert S. Ph. D. 2 vols. Pub. by National Association for Travelers Aid and Transient Service, 1270 Sixth Avenue, (now National Travelers Aid Association with offices at 425 Fourth Avenue, New York, N. Y.) 1937.

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August 1, 1941.

Miss Mary Anderson
Director, Women's Bureau
U.S. Department of Labor
Washington, D.C.

RE: "1000 Rooms to Rent"

Dear Miss Anderson,

Replying to your letter of July 29, re problems of housing and recreation for women as defense workers, I should like to state that this Association is concerned, as you are, about the young woman coming to Washington to work either as a defense worker or as a worker in the expanding service trades.

We realize that most of these young women need a room to rent at not over $4 a week per person for a double room and not over $5 per week for a single room. If two meals are provided, they should not pay over $40 per month for a single room and not over $38.50 if the room is double. Many young women send money "back home" to the family.

We are aware that the rent of a room in a private home at the present time averages above these amounts. Few private homes provide meals. Therefore to buy meals at public places costs more than these young women should pay on their income. Also there is the cost of transportation, $5.40 a month for a pass.

We know there is a large supply of rooms to rent listed at the Housing Registry. Many of these in the outlying areas, rent at $25 to $30 for a double room with twin beds. But the supply is rapidly being absorbed.

We know that many young women not only accept accommodations with three, four or more persons in a room but sometimes prefer to live that way because they are lonesome, rather than to live with a family.

When the War Department temporary buildings open September 1, in Arlington, many young women will find it necessary to live downtown in order to travel conveniently by bus to Arlington.

It is apparent therefore that there is need for cheaper accommodations in the downtown area of the type of Strong Residence managed by the YWCA. These should provide comfort, services, such as a place to do personal laundry and recreational facilities.

What plans the Coordinator of Defense Housing may have to complete the talk-of "1000 Rooms to Rent" is not apparent. It would seem appropriate that such a committee as you suggest in your letter should gather the facts and present these with suggestions to the proper authority for consideration.

Sincerely,

Helen Duey Hoffman

HDH/eja

A member of the Community Chest

Recreation Vital to Workers, Defense Conference Is Told

The Nation no longer can afford "week-end busts" and "black Mondays," Mark A. McCloskey, director of recreation for the Federal Security Agency, told a conference on defense industry and defense recreation today. The meeting was called by Paul V. McNutt, F. S. A. head and co-ordinator of health, welfare and related defense activities.

"You cannot get a steady working force in America without a steady release," Mr. McCloskey told the conferees, representatives of organized labor, industrial management, volunteer organizations and Federal agencies.

Urging greater co-operation among all groups concerned with defense recreation, Mr. McCloskey declared it was their job to "find out how the defense program affects the people working in it."

If you expect people to work hard you must expect them to play equally as hard, he said, adding that commercial recreation people should work together to "keep them out of the honky-tonks."

Letter From Miss Perkins Read.

Mr. McNutt opened the conference by reading a letter from Secretary of Labor Perkins, in which she termed recreation "a prime essential to morale among workers."

Mr. McNutt declared recreation to be an "outstandingly serious defense problem—one in which everybody can help."

Charles P. Taft, assistant co-ordinator for defense activities, told of the Federal Security Agency's recreation efforts, remarking that the agency already has been working in nine of the major areas of defense activity.

Another morning speaker was Col. James Waring, chief of plant location for the Office of Production Management, who exhibited a map on which he had indicated the principal areas of industrial impact in the defense effort.

Big Increase in Jobs.

In the East, roughly from Maine to Maryland, the industrial impact has been greatest, Col. Waring said, adding that such "focal" cities as Baltimore, Philadelphia and Boston had experienced a 50 per cent increase in industrial workers since 1929.

The conference this afternoon was to be given over to recommendations for future action.

Others attending the conference included Sidney Hillman, associate director of the Office of Production Management; K. Kenneth-Smith of the United Service Organizations, Thomas E. Rivers, National Recreation Association; Bradley Buell, Community Chest and Councils, Inc., and Miss Mary Anderson, director of the Women's Bureau, Labor Department.

Mark Cloakey Star E
7/11/41

RECREATION - 1942

OFFICE FOR EMERGENCY MANAGEMENT

OFFICE OF DEFENSE HEALTH AND WELFARE SERVICES

A G E N D A

Discussion of recreation facilities for the District of Columbia

February 18, 1942

Room 5242 Social Security Building

Fourth Street and Independence Avenue

9:15 a.m. - 12 noon	Public Recreation Facilities
	A. Indoor facilities
	1. Use of school buildings 2. Use of government buildings 3. Possible construction of new buildings to be used as recreation centers.
	B. Outdoor recreation facilities
	C. Facilities for pre-school and after school care.
12 noon - 1 p.m.	Recreation Facilities in Housing Projects
1 p.m. - 2 p.m.	Recess
2 p.m. - 3 p.m.	Private Recreation Facilities
	Recreation facilities in social agencies
	Recreation facilities in churches
	Other private recreation facilities
3 p.m. - 3:30 p.m.	Recreation Facilities in Rooming Houses

Revised as of February 12

STUDY OF RECREATION IN THE DISTRICT OF COLUMBIA

Prepared by

Recreation Section of the Office of
Defense Health and Welfare Services

Point of View

In the development of the recommendations the point of view has been:

a. That planning for recreation is an aspect of community planning.

b. That the ultimate aim of the program should be assimilation of newcomers into the community.

c. That the basic planning for recreation should be developed in the neighborhood where people live.

d. That this planning should be augmented at the points of initial contact.

The primary problems of recreation for new government employees center around making contacts with them, providing information and guidance for effective recreation, and the provision of facilities, equipment, and leadership to meet the needs. These needs are accentuated by the failure of the District of Columbia to meet fully its normal obligation for recreation, and the enormous influx of "strangers" disassociated from normal social life and unable to "buy" their recreation.

Summary of Needs

One of the most pressing problems is that of the new worker, young, unattached, in more than 60% of the cases a girl, and making, in the majority of cases, under $1440 a year. With increasing hours of employment and night shifts all recreation planning will have to be adapted and expanded.

In general, it may be said that the provision of defense recreation in the District of Columbia has, up to the present time, been almost entirely for service men to the exclusion of the new government employee. Since government employment has doubled in the last two years and is expected to treble by the end of 1943 with a total of 300,000 employees in Washington immediate planning is obviously necessary.

In analyzing the present recreation program in the District the following inadequacies are apparent:

1. Private recreation facilities are inadequate.

2. Public facilities are inadequate in terms of their physical facilities as well as their availability and the extent to which they are utilized public facilities are becoming more and more limited because of their conversion for defense construction. (See diagram of facilities withdrawn, Appendix A).

3. Opportunities for commercial recreation are limited for many employees because of the fees charged, and because of the lack of their adaptation of hours.

4. There is difficulty, particularly for the newcomer, in learning of existing recreation opportunities in the community because of the lack of any central clearing house for the dissemination of information concerning recreation.

5. The lack of total community organization has reulted in failure to make the proper representation for recreation to appropriate authorities; the failure to have effective associations of all groups concerned with recreation; the failure of all groups to be aware and consequently utilize available facilities and program; and in the inability to meet the exigencies of the present situation.

6. A problem closely associated with recreation is the acute housing situation for government employees and the lack of adequate overnight dormitory facilities for service men.

Recommendations

I. Over-all planning and coordination

A. More effective planning and promotion of recreation can be achieved through the authorization and organization of an over-all planning committee representative of public and private interests (with the proper representation from government departments and employees,) including policy forming, planning and programming groups. Such a committee should have easy accessibility to the Board of Commissioners and representation on all the District planning boards or commissions. (Attached is a copy of Senate Bill 1445 which establishes a Recreation Board for the District of Columbia, Appendix B.)

B. There is need for a complete centralization of information regarding all recreation activities for both civilian and military personnel. It is suggested that such an agency as the Recreation Services, Incorporated, be used as this clearing house and that its functions should include the following:

1. The collection, collation, and dissemination of all recreation information of both private and public agencies.

2. Issuance of a booklet giving recreation resources in metropolitan Washington, organized on the basis of consumer rather than by agency.

3. Periodic listing of current recreation activities for both military and civilian personnel.

II. Facilities

The present public and private recreation facilities even if fully utilized would be grossly inadequate to meet the demand. In planning facilities adequate provision should be made in the neighborhoods in which people live, provision should be made to augment facilities at the points of contact and concentration, and there should be facilities adapted to a wide range of interests such as scenic parks and golf courses. Immediate steps should be taken to increase the use of existing facilities adapted to recreation such as opening schools and government buildings, lighting outdoor areas for night use, and developing lands already acquired for recreation. Additional facilities are immediately needed in the downtown areas and on the housing projects. (The Recreation Center Plan sponsored by the President's District of Columbia Recreation Committee, revisions to January 1941, is a constructive effort in solving some of these problems. See Appendix C - An adjusted plan to meet the present emergency is being developed at the present time and will be completed by February 15, 1942.)

A. Housing

1. In the selection of sites for housing development consideration should be given to the available recreation in the adjoining neighborhood and the replacement of any existing facilities which will be absorbed in the housing site.

2. New housing facilities should be planned to include space and equipment for indoor and outdoor facilities.

3. In housing developments now under construction or occupied, provision should be made for the development of adequate outdoor play space and for the construction of community buildings. In most cases they are located in neighborhoods unable to effectively meet the recreation needs of their present population so that planning is needed for the surrounding neighborhood as well as the housing projects.

4. Adequate recreation facilities should be planned in connection with the dormitory projects which are under construction and planned for women government employees.

5. Some method should be planned for retaining a minimum of recreation space in rooming houses where there are large congregations of unattached persons.

B. Indoor recreation facilities

1. Funds should be supplied for the fuller use of school buildings so that they can be used seven days a week when school is not in session and be open continuously during the summer months.

2. Recreation centers for federal employees should be constructed at points of concentration in the downtown section.

3. Opportunities for mass recreation such as dances should be provided in the center of town near the concentration of workers through the use of facilities such as government buildings.

4. With the increased employment of married women, plans should be made for the expansion of existing facilities and for additional facilities for day care of pre-school children and for after school care for school age children.

5. A facility should be planned for service men which would serve as a reception center in the neighborhood of Union Station.

C. Outdoor recreation facilities

1. Increased appropriations are needed for the improvement and development of outdoor recreation facilities for which lands are already available.

2. Outdoor areas should be equipped for night use. Through the lighting of outdoor areas for night recreation their use can be doubled and trebled. At the present time no outdoor facilities are lighted except a few fee activities.

3. The recreation interests should be represented when the conversion of recreation facilities is considered for defense construction. Every effort should be made to avoid temporary building construction on areas now used for recreation or, if this is necessary, to have an equal amount of space simultaneously alloted for recreation and properly improved and equipped for use.

4. Commercial interests should be urged to more adequately meet demands by provision of commercial facilities such as bowling alleys and "movies" at prices adapted to the lower income employees.

5. Fuller use should be made of outdoor facilities and resources in the District and in the outlying areas through the organization of trips and tours to points of interest, use of swimming facilities near the District, boating and fishing facilities, etc.

6. There is a need for more adequate transportation to recreation facilities in the metropolitan area.

III. Program

A. Public, private, and commercial programs should be adapted to include planning for new government workers so that they may be integrated into existing recreation programs.

1. More adequate scaling of fees and membership rates in private agencies adjusted to the economic status of the majority of government employees.

2. The lack of total community planning for recreation has resulted in plans which do not give proper emphasis to problems peculiar to the District such as small family groups, men whose families are not living here, groups of unmarried girls living as family units, children of two employed parents, etc.

B. Expansion of existing programs

1. Expansion of programs of public recreation departments to include activities of interest to adults.

2. The more effective use of groups in direct contact with government employees such as Personnel Departments, Housing Managers, the Room Registry, and existing agency and department recreation organizations in order to provide information and guidance into community activities.

3. The expansion of programs of church groups, and special interest groups such as State Societies and Fraternal Clubs.

4. In order to plan adequately for commercial recreation a survey should be made of employees' needs. On the basis of the results of this survey commercial interest should be solicited to determine how to meet these needs. There are indications that these could be met by such changes as the following:

   a. Extension of hours of use of bowling alleys after midnight for late shifts.

   b. The opening of movie houses during the day in neighborhoods, and the possibility of midnight shows in the downtown area.

   c. The opening of such facilities as skating rinks between 5 and 8 p.m.

   d. More medium priced restaurant facilities should be provided at points of concentration of workers both near employment and in the congested rooming house area.

5. Need for expansion of program activities such as forums and discussion groups. The W.P.A. Adult Education Project might be considered in this respect.

IV. Leadership

A. Need for increase of professionally trained leadership in all agencies interested in recreation in the District. This will necessitate increased salary levels and the setting of definite professional standards.

B. The full use of existing facilities such as schools and the lighting of playgrounds will necessitate an increase of staff and consequently additional budgetary allowances.

C. Need for certification of the W.P.A. Recreation Project as a defense project so that hours of work and number of non-certified personnel can be extended.

V. Finance

A. All public facilities should be operated by public agencies on a service basis rather than on a concession basis to private or commercial interests.

B. Additional funds should be provided through District appropriations for the improvement and equipment of existing areas, for adequate leadership, for fullest use of existing facilities and for expansion of facilities to meet present demands.

The District Public Recreational Agency is now in the process of preparing an emergency recreation plan which covers two phases:

1. Improvement and development of lands already acquired and in public ownership.

2. Program (leadership, lighting and heating, custodian fees, materials and equipment for keeping open school buildings on a twelve month basis, and extension of services and program on sports areas in public parks).

This report will request an appropriation of between one million and a half to two million dollars. The report will be completed by February 15, 1942.

C. Additional funds should be provided from the Lanham Act for present and anticipated defense recreation needs in terms of space facilities and services particularly in downtown areas at points of military and governmental employees' concentrations.

D. Monies allocated for defense housing should include an adequate amount properly earmarked for outdoor and indoor recreation.

VI. Government Organization for Recreation

One of the major problems in recreation planning in the District is the adjustment and recreation of government employees. The Federal Government should subsidize recreation for its employees through the provision of leadership and facilities with emphasis on voluntary participation. In order to accomplish this the following suggestions are made:

1. The heads of the government departments and agencies should recognize the need and accept the responsibility for the organization and promotion of a program of recreation for their employees which best meets those needs which can be met through a governmental agency. Normally this responsibility would be delegated to the Personnel Director. In many of the rapidly expanding agencies it may be necessary to employ full time staff workers for this purpose.

2. To serve federal employees nationally the Civil Service Commission should appoint a person or persons to act in the capacity of technical consultant.

3. For federal employees in the District of Columbia the services of a full time person on the staff of the Recreation Section of the Office of Defense Health and Welfare Services should be made available on a temporary basis in order to assist in planning and organization.

4. The Council of Personnel Administration should continue to serve in an advisory capacity and to establish procedures for the collection and systematization of information so that it may be available to government departments and agencies.

5. Employees should be adequately represented and should participate in both the planning and operation of recreation programs.

COMMUNITY CENTER AND PLAYGROUNDS DEPARTMENT
District of Columbia

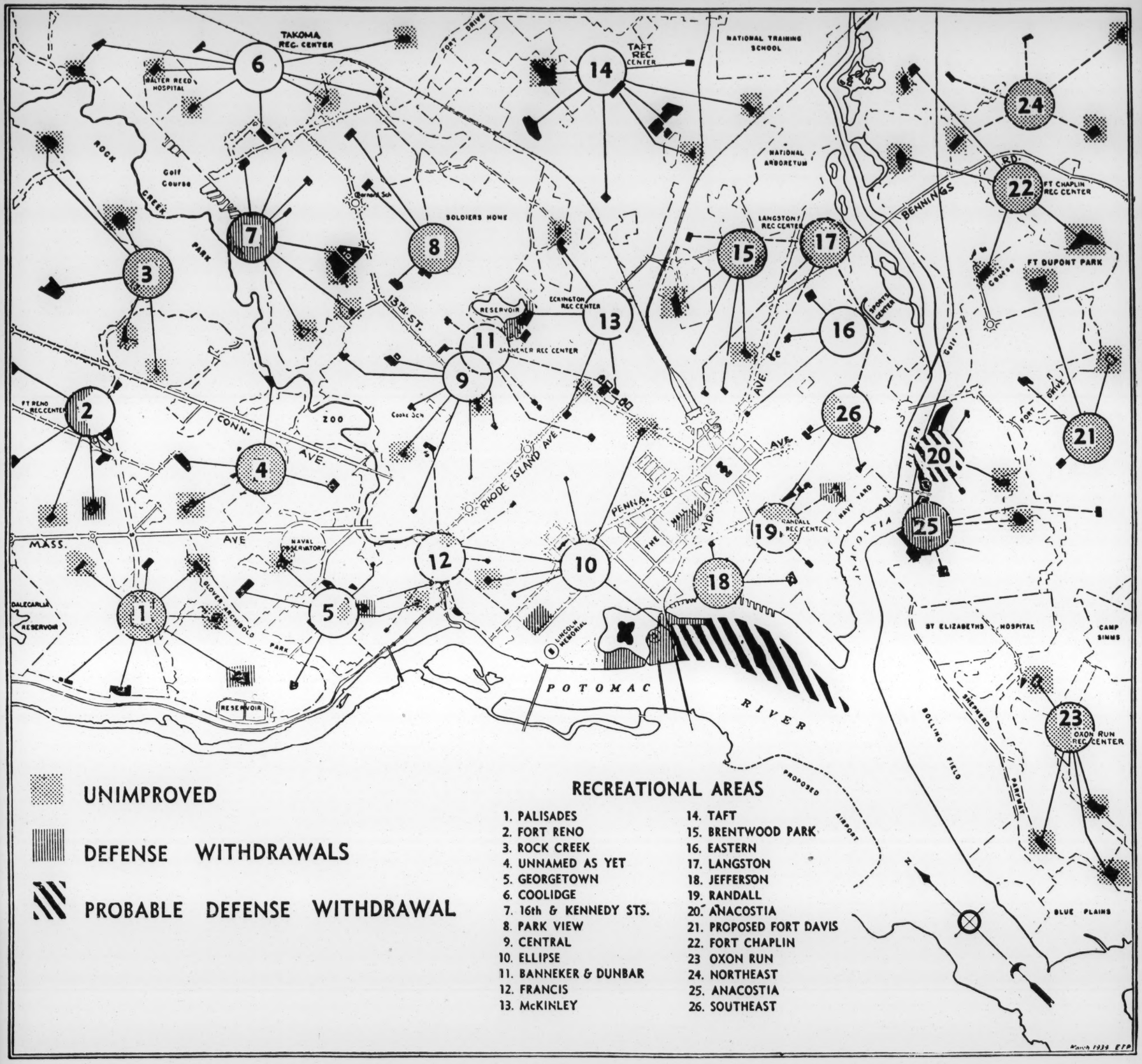
RECREATIONAL AREA AND FACILITY WITHDRAWALS

LINCOLN RECREATIONAL AREA RESERVATION 19..... (Upper part of area) 6th and L Streets, S. E.	2 Horseshoe Courts 1 Softball Field 1 Football Field 2 Tennis Courts 1 Basketball Court
POLO FIELD (WEST POTOMAC PARK).....	1 LaCrosse Field 8 Softball Fields
THIRD AND MARYLAND AVENUE RECREATIONAL AREA.....	7 Tennis Courts
FOURTH AND MARYLAND AVENUE RECREATIONAL AREA.....	2 Softball Fields
ANACOSTIA RECREATIONAL AREA, SECTION C.....	2 Baseball Fields 2 Football Fields 4 Horseshoe Courts 1 Softball Field 4 Tennis Courts
26th and CONSTITUTION AVENUE RECREATIONAL AREA....	2 Softball Fields
WEST POTOMAC REFLECTING POOL AREA.....	7 Softball Fields 2 Football Fields 1 Soccer Field
TOURIST CAMP AREA..... 14th Street, S. W.	24 Tennis Courts 5 Softball Fields
JEFFERSON MEMORIAL AREA (WEST POTOMAC PARK).....	2 Softball Fields
GEORGETOWN PLAYGROUND..... 34th and Volta Place, N. W.	2 Tennis Courts
McMILLAN PLAYGROUND..... 1st and Bryant Streets, N. W.	2 Softball Fields 8 Horseshoe Courts 2 Tennis Courts
ROCK CREEK AREA..... 16th and Kennedy Streets, N. W.	4 Softball Fields 1 Baseball Field 1 Badminton Court 2 Volleyball Courts 2 Roque Courts 10 Tennis Courts 1 Hockey Field 1 Football Field 1 Touch Football Field
RENO RESERVOIR AREA.....	4 Tennis Courts
EAST POTOMAC PARK (Probable withdrawal).....	3 Nine-Hole Golf Courses 1 Swimming Pool 1 Driving Range Bicycling Facilities

1/24/42

PERCENTAGE OF WITHDRAWALS ON CITY-WIDE BASIS

Softball	34 Fields	85.3%
Football	7 Fields	43.7%
Baseball	3 Fields	18.8%
Soccer	1 Field	33.33%
Hockey	1 Field	25%
LaCrosse	1 Field	100%
Badminton	1 Court	25%
Volleyball	2 Courts	28.5%
Horseshoes	14 Courts	45.1%
Tennis	55 Courts	68.2%
Roque	2 Courts	25%
Basketball	1 Court	33.33%


UNIMPROVED
DEFENSE WITHDRAWALS
PROBABLE DEFENSE WITHDRAWAL
RECREATIONAL AREAS
1. PALISADES
2. FORT RENO
3. ROCK CREEK
4. UNNAMED AS YET
5. GEORGETOWN
6. COOLIDGE
7. 16th & KENNEDY STS.
8. PARK VIEW
9. CENTRAL
10. ELLIPSE
11. BANNEKER & DUNBAR
12. FRANCIS
13. McKINLEY
14. TAFT
15. BRENTWOOD PARK
16. EASTERN
17. LANGSTON
18. JEFFERSON
19. RANDALL
20. ANACOSTIA
21. PROPOSED FORT DAVIS
22. FORT CHAPLIN
23 OXON RUN
24. NORTHEAST
25. ANACOSTIA
26. SOUTHEAST
TAKOMA REC. CENTER
WALTER REED HOSPITAL
ROCK CREEK PARK
Golf Course
SOLDIERS HOME
TAFT REC. CENTER
NATIONAL TRAINING SCHOOL
NATIONAL ARBORETUM
BENNINGS RD.
FT CHAPLIN REC CENTER
LANGSTON REC CENTER
FT DUPONT PARK
ECKINGTON REC CENTER
RESERVOIR
13TH ST.
BANNEKER REC CENTER
SPORTS CENTER
FT RENO REC CENTER
CONN. AVE.
ZOO
RHODE ISLAND AVE
PENN. AVE.
MASS. AVE
NAVAL OBSERVATORY
THE MALL
MID
RANDALL REC CENTER
NAVY YARD
ANACOSTIA RIVER
DALECARLIA RESERVOIR
GLOVER ARCHBOLD PARK
LINCOLN MEMORIAL
POTOMAC RIVER
ST ELIZABETHS HOSPITAL
CAMP SIMMS
OXON RUN REC CENTER
BOLLING FIELD
SHEPHERD PARKWAY
PROPOSED AIRPORT
BLUE PLAINS

Return W.B

From Recreation Bulletin
Office of Defense Health and Welfare Services
April 6, 1942

Recreation in Defense Industrial Plants

Hartford, Conn. All the big industrial establishments have athletic leagues, including softball and bowling, primarily for men employees. Some of them are not used to capacity due partly to the lack of leadership and organization, and partly to the lack of interest because of the little participation by the employees in the planning.

Pratt and Whitney has a recreation field including a baseball diamond, tennis courts and a picnic area. Royal and Underwood Typewriting Companies have Choral Clubs in addition to sports activities, but no special facilities for their empl yees. In Thompsonville, in the County just outside of the Hartford area, the Bigelow Sanford Carpet Company, a factory with several thousand employees including about 67% women, has converted a private house on the plant property into a club and gymnasium for the employees. They have a paid Recreation Director for the women.

Springfield, Mass. The Westunghouse Industrial Plant has an extensive recreation program. They have a recreation building given by the employers but directed by elected employees. An extensive program of clubs, classes, and social and athletic activities is carried on on the building. There are movie showings six times a week in the auditorium.

Other industries in Springfield have athletic Leagues, including girls teams, and the insurance companies have recreation clubs among the women employees.

Buffalo, N.Y. The Curtiss Wright Corporation employs a recreation director and two assistants to organize a program for the 17,000 employees of the plant. Approximately 5,000 employees are actively participating in the sports program which includes 117 bowling teams, basket-ball teams, volley ball teams, badminton, indoor tennis, indoor track and field, and other miscellaneous activities. The Buffalo Public Schools are being used to a limited extent in connection with this program. The program is in the growing stage and will include many more workers when it has had a chance to enroll more members.

[illegible] committee is promoting and the YWA Dormitory Club hopes to have at least two teams in the league also. The committee is planning weekend camps where sports and swimming will be available.

From The Labor -Management News
August 2, 1943

Return. W.B.

RECREATION A WAR NECESSITY, SAYS PAMPHLET

"Recreation is a hard-boiled necessity" in war time to preserve "our number one asset--human resources," declares a pamphlet sent this week by War Production Drive Headquarters to all Labor-Management Committees.

In a circular letter accompanying the pamphlet, which had been prepared by the Federal Security Agency, Drive Headquarters points out that "we cannot afford the waste that results from strain and tension."

Tired and tense workers, the letter adds, "bring diminishing production on the job, cause accidents and culminate finally in a rising tide of absentees from the job."

Pointing out that "for men and women working at top speed, living often in overcrowded quarters, travelling long distances to and from their jobs, and worrying about relatives in service, release from tension and relaxation at the end of a long day's work is vital."

A good recreation program, the letter declares, "helps the worker, the company, the nation and the entire war effort."

The letter urges all committees to set up recreational programs along the lines suggested in the pamphlet, an excerpt of which follows, under the heading - "What War Plants Can Do."

1. Organize a plant recreation committee with labor-management sponsorship, representing all plant departments and shifts. In plants which have functioning War Production Drive labor-management committees, the recreation program should be delegated to a sub-committee.

2. Arrange to finance a recreation program through:

   a. Funds provided jointly by management and employees.
   b. Canteen and cafeteria profits.
   c. Dispenser profits.
   d. Special benefits and events.
   e. Membership dues.
   f. Admission fees.

3. Employ full-time professional director paid by management and labor or loaned by plant,union, community, public agency, or private agency.

4. Recruit volunteer leaders from plant departments with special skills and training in athletics, hobbies, social, and cultural activities.

5. Use plant cafeteria, storerooms, lounges, auditorium, and general offices for recreation purposes.

6. Secure portable address system and motion picture equipment for lunch-peri programs.

7. Make available tables and benches for quiet games during lunch period.

8. Make available at convenient locations indoor and outdoor canteens.

Federal Security Agency
DIVISION OF RECREATION

Social Security Building
Washington 25, D. C.

July 23, 1943

There is a direct connection between the speed and efficiency of war production and the kind of recreation a town provides for its war workers, says Paul V. McNutt, Chairman of the War Manpower Commission.

The enclosed pamphlet, *Recreation -- A Resource of War*, has been prepared to help communities in war areas meet the off-the-job needs of war workers and their families.

Management and labor, churches and civic organizations -- both public and private -- concerned with the health and vigor of our people will find the information useful in planning activities.

The full report, from which this booklet has been prepared, titled *Spare Time -- A War Asset for War Workers** describes the experiences of some communities which may serve as examples of what might be done. Copies of this report can be had without charge by addressing: The Division of Recreation, Federal Security Agency, Social Security Building, Washington 25, D. C.

*See OWI News Release 2201 for a summary.

9. Promote coordination of interplant programs in the community through area conferences of plant recreation representatives. (In the work with other community groups, the labor-management War Production Drive sub-committee on recreation can well represent the plant.) Some of the activities this group can promote are:

a. Stimulating development of odd-shift recreation.
b. Exchanging information on programs.
c. Preparing guides of metropolitan recreational resources.
d. Coordinating use of community facilities.
e. Sponsoring interplant leagues and contests.
f. Awarding trophies for athletic competitions.

Return W.B.

Herald Tribune
New York, N.Y.
Feb. 27, 1944.

SPERRY GIRLS LISTEN TO MUSIC WHILE THEY WORK AND LIKE IT

Employees in Gyroscope Plant Perk Up as Familiar Melodies Help Keep Production Steady and Induce Happy Frame of Mind.

by Florence Haxton Bullock

The pre-lunch period of fatigue had already set in at a quarter of eleven one morning last week when I entered a huge bench shop at one of Sperry Gyroscope Co's. Brooklyn plants. Acres of young women were bent over their instruments and tools. Their shoulders drooped. A stoic, dull quietness of movement gave visible evidence of fatigue strains.

Then a small miracle happened. Above the din of metal on metal, music came drifting in over the public address system--a Viennese waltz carrying with it a mood of odl-fashioned glamor and good feeling. Instantly all over the shop, shoulders were lifted, heads perked up, hands went about their work with a more alive,decisive touch. The music continued--"My Heart Tells Me," and "Shoo Shoo Baby," from the Hit Parade.

After half an hour the music ceased. But the changed atmosphere in the shop was clearly evident. The girls looked happier, more alive.

At the lunch half-hour while they ate their big sandwiches and drank the contents of their thermos bottles, I asked them if they liked working to music.

MAKES WORKERS CHEERFUL

Did they like it? "Gee, yes! It makes all the difference in the world," said a young woman in a becoming bandana. "You sit at your bench just carrying on--you have to fight to keep from going to sleep--seems as if the day would never end--and then the music comes on and you start humming. I could use a lot more of it than we get."

"I worked for the plant across the street where they didn't have music after I got used to it here," a pert young curly head announced. "The days were so dull and long. I thought I'd go crazy."

A young Spanish girl who said she was "the musical type" was the only worker who knew just when the programs were scheduled--near the beginning of the shift, at 9:45, at 10:45 and during the lunch hour, with a similar rhythm in the afternoon.

Some 14,000 women are employed in the Sperry plants. Half of them according to Sperry President and General Manager P. E. Gillmor, have not had previous work experience. These girls used to run from the shops at the end of the day. Marches played at the change of shifts have stopped that. It's almost impossible to run to march time.

TIMED TO COMBAT BOREDOM

The programs at Sperry are timed two ways: to catch the fatigue periods when production would otherwise take a sharp downward curve, and early in the shifts, to overcome a tendency to boredom when the girls are facing the long hours ahead. That's the theory back of it. But as for the girls, they're agreed: "We don't get enough! Give us more! More!

This state of mind is an excellent indication that they are getting the right amount, according to Professor R. L. Cardinell, of Muzak Corporation. With Professor Harris Burris-Meyer he conducted a survey on industrial music at the Stevens Institute of Technology. "Give them 'enough' and they won't hear it," said Professor Cardinell. "And the certainly will not get the lift that the short programs give them. A maximum of two and one-half hours a day seems best."

At Sperry the programs are piped in by Muzak. Volume and frequency range are adapted to use in noisy areas. Paradoxically, music barely audible to ears unaccustome to factory noises can be readily heard by the workers.

Jive and "personality" music which will lead to arguments about the relative merits of, say. Frank Sinatra and Bing Crosby, are generally avoided, as is music that invites handclaps or feet stompings.

RESULTS GRATIFYING

To encourage the use of music in war plants, the War Education Board has engaged as head music consultant Wheeler Beckett, conductor of the Boston Symphone Inc.'s Youth Concerts. He reports that Sperry is one of nearly a hundred plants he has visited which are now using music programs.

"No speed-up is sought or accomplished by the music rhythms," Mr. Beckett explained. "They serve one purpose only: increased well-being of the worker."

Recreation Bulletin
Issue No. 37, May 18, 1942

"Good recreation barred, what doth ensue but moody and dull melancholy kinsman to grim and comfortable despair; and at their heels, a huge infectious troop of pale distemperatures and foes to life."

Shakespeare

Aberdeen, Md. Both soldiers and war workers are being included in plans for outdoor recreation. Four soldier teams have been included in the softball league which the

over

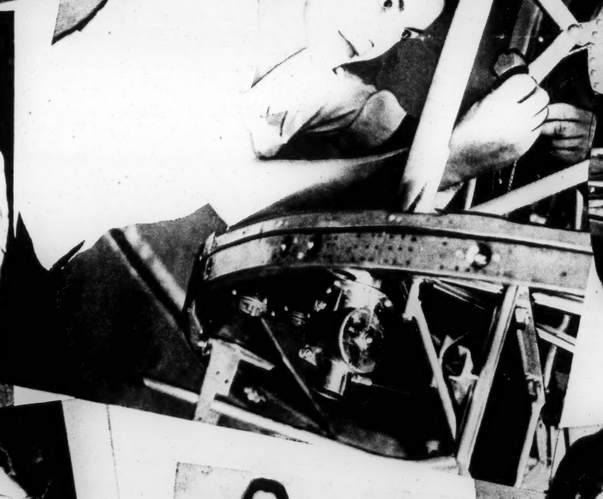
"It is, of course, obvious that the war effort is the primary task of everybody in the Nation. All other activities must be considered secondary. At the same time it has been proven beyond doubt that human beings cannot sustain continued and prolonged work for very long without obtaining a proper balance between work on the one hand and vacation and recreation on the other."

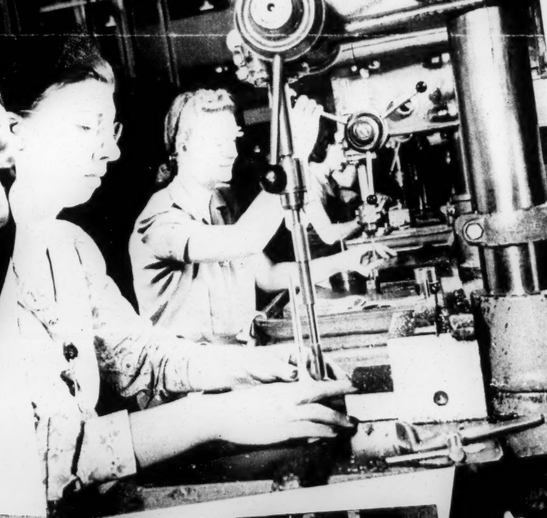
Franklin D. Roosevelt

WAR IS WOMEN'S BUSINESS TOO

More than 25% of all workers in war industries are women. As the supply of skilled and semi-skilled manpower moves toward exhaustion – as the war effort calls greater numbers of men to active fighting – the percentage of women in victory-making occupations will skyrocket. ★ Women and girls are today operating lathes and punch presses. They are solderers, armature winders, spot welders, electro platers, valve grinders and barrel reamers. They are engaged in making precision instruments, assembling parts, sewing, folding and inspecting parachutes. ★ For war is women's business as it is the business of her soldier husband, her son or her sweetheart. ★ Just as we are immediately aware of the recreational, welfare, spiritual and social needs of our service men, so are we concerned about similar needs of women employed in war industries. Likewise are we conscious of the need to maintain and strengthen their morale, for if we permit hazards for women in war industries we create hazards for men. The USO through six cooperating agencies is making it possible for these women living in crowded communities, working three shifts, sleeping in trailer camps and crowded boarding houses to enjoy wholesome recreation under trained leadership. ★ Through the Women's Division of the National Catholic Community Service, one of these six agencies, a "home away from home" is provided in clubhouses designed to help re-create for lonely women and girls an atmosphere related as closely as possible to the home back home. ★ Dancing, social games, bowling, crafts, photography, study clubs, forums, first aid and knitting classes are only a few of the activities which help dispel loneliness and fill leisure hours with pleasant play and companionship. ★ The future of America, her ideals, her democracy, her vision and imagination rests largely in the hands of the growing army of women who have elected to keep the "cradle of industry" rocking through to Victory.

NCCS WOMEN'S DIVISION ★ *SERVING THOSE WHO SERVE THEIR COUNTRY*





NATIONAL CATHOLIC COMMUNITY SERVICE ★ WOMEN'S DIVISION ★ 1312 MASSACHUSETTS AVENUE, N. W. ★ WASHINGTON, D. C.

USO SERVES AMERICA'S WOMEN IN WAR INDUSTRIES

Women's Nimble Fingers Excel in Fashioning Precision Parts for Defense Weapons

Their Patience, Aptitude for Detail Found Superior

This is the second of a series of behind-the-scenes articles by Inez Robb, International News Service staff writer, about women at work in national defense industries.

By Inez Robb

International News Service Staff Writer

Throughout Europe, total war from the skies has plunged women

New Interests, Companionship Change Tone Of Letters Home

U.S.O.-N.C.C.S. Clubhouse
610 W. Main St.
Bow... io.

DEAR FOLKS:

You know that since ... Ra-venna ord...

Holiday Program for Women at U. S. O. Clubhouse Is Ready

Employees in Defense Industries, as Well as Service Men on Leave, Will Find Opportunities for Varied Studies and Recreational Activities Opened to Them.

THE women's division of the Kansas City U. S. O. club at 3200 Main street, operated by the National Catholic Community council under the direction of Miss Delores Wellman, is speeding up its program for women in order that the Christmas holidays will be a happy season both for the soldier away from home and for women who are in defense industries. Miss Wellman, an energetic, blond young woman, is at her office at the U. S. O. headquarters with a program all set for operation as soon as she tabulates returns from a letter which will be sent out tomorrow to women in thirty-seven industries of Greater Kansas City that have defense contracts.

The plan to be launched tomorrow includes the sending of a letter signed by Jo Zach Miller III and Fred Goldman of the U. S. O. council, inviting all women employees to participate in the classes, games, dances and other activities of the Kansas City clubhouse which is the only one in the country to have a division for the men in the army and navy service and also a program for women in defense industries.

Two Groups at the Club.

"When the women in defense industry need and welcome the care and guidance given in this type of club, which will offer personal guidance on their problems as well as cultural classes, fun and informative service."

To meet the problems six co-operating agencies join their accumulated experence to make up U. S. O. These are the Y. W. C. A., the Y. M. C. A., the Jewsh Welfare board, the National Travelers Aid association, the Salvation Army and the National Catholic Community service.

Women Need Club Facilities, Too.

"We try to answer the simple question, 'Where is there a home-like place for the soldier who leaves

Arsenal of Democracy Is Manned by Women

Feminine Workers in Buffalo Plants Help Build Planes, Bombsights and Parach...

This business of war is woman's work... Proof of the leading part that ... arsenal can be seen any ... airplane companies ... and Trico P... fens...

...w U. S. O. Club

...uilots' Lives in Their Hands

...ugh the modern combat ...ening in its aluminum ... the uninitiated ... entirely of ... the

Open House Held

Personality Class to Be Organized

Margaret Crow In Charge of Recreation

Following yesterday's ...

NATIONAL CATHOLIC COMMUNITY SERVICE

Institute for Defense Opened By Women's Division

Dr. Carroll Tells Initial Session True Morale Is Rooted in Religion — Father Lauerman Conducts Seminar

WASHINGTON.—Calling for an all... of their talents, their experience a... answer to the responsibility of the... Assistant General Secretary ... opened the Institute ... of the Natio...

America's Amazons

Man's Mastery of the Air Hinges on Woman's Patience

(The role of women workers in aircraft industries is described by Inez Robb, International News Service staff writer, in the fifth of a series of articles about women in America's national defense program.)

By Inez Robb

International News Service Staff Writer

Man's mastery of the air is not only the most spectacular ... of modern warfare ... the decisi...

...were hand-wound. It has always been a mark of distinction to be a good armature winder, a task to which women's fleet fingers are especially adapted.

At the Delco appliance division, here very small motors are being assembled for the Bendix Co., the assembly job is minute and demands infinite care. Delco has discovered it is not only advisable but absolutely necessary to employ women for this work. Not one man employed in this field, where there is a premium on small and delicate hands.

Douglas Aircraft Co., in three plants at Santa Monica, El Segundo and Long Beach, Calif., is turning out an increasing array of fighting planes, including gigantic four-motored bombers. There are already more than 1,200 women on the payroll.

Growing Demand for Women In War Industries Forecast

...from one-fourth to one-third of all the jobs in the ... and an even larger proportion of the work in ... all arms ammunition, Miss Mary Anderson ... Bureau, said in an address ... such work, Miss ... with scant

Arms and the Women

Hand That Rocks the Cradle Now Guides Machine Tools

While Germany and Britain have both found it necessary to conscript and train women for jobs in war industries, the United States already has an "army" of several million trained women actually engaged in jobs of a national defense character.

In a Nation-wide survey of women in United States defense industries, Inez Robb, International News Service staff writer, goes behind the scenes of the national defense program to find out what kind of work America's "Amazons" are doing. Following is the first of a series of resultant articles.

By Inez Robb

International News Service Staff Writer

...the vast arsenal of democracy ... of planes and tanks ... how America, multitudes of ... In the laboratories ... are at work today forging ... inum Company of ... ys of war. From coast to ... Kensington, Pa., ... n border to border, a grow- ... Freche continues he... ...into the internal str... ...num. From the ...

Women in Defense

1. American women are alert to the dangers which threaten ... racy today. ¶ Women trained in science are testing ... and working to discover new ways to meet this thre... skilled and unskilled, are asking, "What ...

In Charge of Recreation

Following yesterd

NATIONAL CATHOLIC COMMUNITY SERVICE

Institute for Defense Opened By Women's Division

Dr. Carroll Tells Initial Session True Morale Is Rooted in Religion — Father Lauerman Conducts Seminar

WASHINGTON.—Calling for an all of their talents, their experience a answer to the responsibility of th roll, Assistant General Secretary Conference, opened the Institute Women's Division of the Natio recently

The first seminar of the ten-day Institute was conducted by the Rev. Lucian L. Lauerman, director of the National Catholic School of Social Service, where the Institute sessions, for women who will lead in NCCS work, are being held. He spoke on "The Normal Community."

Dr. Carroll, in the first daily spiritual conference of the Institute, spoke on "The Apostolate of the NCCS." Pointing out that lead- the maintenance of

America's Amazons

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Growing Demand for Women In War Industries Forecast

Women can do from one-fourth to one-third of all the jobs in the manufacturing of aircraft, and an even larger proportion of the work in the making of artillery and small arms ammunition, Miss Mary Anderson, director of the United States Bureau, said in an address last night.

Pointing out "a catch" in wom Anderson said "for some time success to get a foothold in various defense training grams."

At the dinner of the b

Factory Problems Acute

"Social workers going into com- munity centers in defense factory areas will be at the center of ou most acute new health problems," he said, "because the workers' their families in these areas presumably have defects and nesses as serious as those found the physical examinations for lective Serv

Declaring men exam for militar that the h areas wil because clude th many i age gro

"It even illness young be in reach than 'gres sup

Social Problems Studied

Sponsored by the women's division, National Catholic Community Service, a branch of the USO, the institute is designed to acquaint student staff members with conditions in industrial areas, contributing factors, methods of work and group work skills useful in successful operation of their part of the N.C.C.S. program. The course will conclude Tuesday

Rural Problem Simpler

In small rural communities, he explained, the problem w a s simpler, as the program could start from scratch, whereas in larger cities established customs and prejudices would have to be broken down before a more enlightened and expanded program of recreation could be instituted.

Recr ondtions in nda and lack of for Plans quate, that ears,

of as m. e d

Msgr. O'Grady Cites Social Problems Created by Defense

WASHINGTON.—The National Defense Program has brought about staggering social problems that are a challenge as well to the resourcefulness, alertness and energy of social the Rt. Rev. Se

these communities have been built outside of corporate city limits. There are no regulations concerning housing or sanitation. There is really no responsible leadership. Private social agencies should seek they should

Nation Warned Of Health Crisis

U. S. Doctor Stresses Defense Area Needs

By TINA MARRANZANO

Lack of emphasis on he needs of national defense wor was assailed today by Dr. Clark, United States Public H officer, as he urged student of the women's di

Recreation Called Major U. S. Problem

National Catholic Community Service Hears Dr. Lloyd

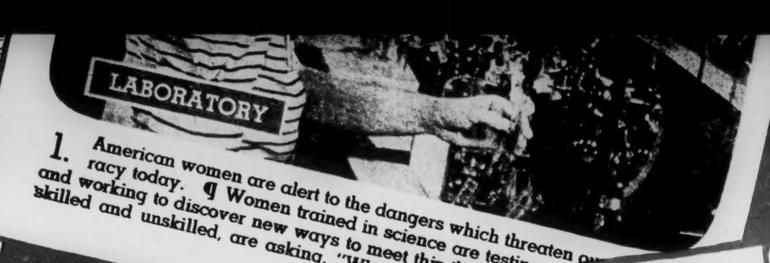
By TINA MARRANZANO

Need of organized recreation in

Priest Cites New Problem Child Care

y Care Facilities xing, Catholic ute Is Told

A MARRA



1. American women are alert to the dangers which threaten our racy today. ¶ Women trained in science are testing and working to discover new ways to meet this threat skilled and unskilled, are asking, "What can

tional defense. Its most important use is for para- ¶ Normal wear is hard on clothes, but there is a direct relation between

Every ship that glides down the ways must have electrical s Women today are assembling, gauging, fitting together, m This work requires fingers which

highly specialized industries efficient and

NATIONAL CATHOLIC COMMUNITY SERVICE ★ WOMEN'S DIVISION ★ 1312 MASSACHUSETTS AVENUE, N. W. ★ WASHINGTON, D. C.

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WAR IS WOMEN'S BUSINESS TOO

WOMEN'S BUREAU
FEB 16 1942
DEPARTMENT OF LABOR

NATIONAL CATHOLIC COMMUNITY SERVICE

Member Agency of USO

National Catholic Community Service
WOMEN'S DIVISION
1312 Massachusetts Avenue, N. W.
Washington, D. C.

RECREATION AND HOUSING

FOR

WOMEN WAR WORKERS

A SUMMARY

OF

STANDARDS, POLICIES, PROCEDURES

(A Hand Book of Detailed Discussion is Pending)

WOMEN'S BUREAU
U. S. DEPARTMENT OF LABOR
Washington, D. C.

February 1942

FOREWORD

Presented herein are standards and recommendations on community facilities for the welfare of women war workers. These have been formulated and assembled by the Women's Bureau as a guide or aid to organizations and agencies concerned with establishing and carrying out programs for working women. The Bureau wishes to express appreciation of the cooperation of the following persons and agencies in the preparation of this handbook:

Miss Genevieve Lowry and Miss Helen Crawley, Young Women's Christian Association - U.S.O.; Miss Anne Hooley and Miss Helen Potter, National Catholic Community Service - U.S.O.; Miss Margaret Creech, National Travelers Aid Association - U.S.O.; Miss Mary E. Switzer, Office of the Administrator, and Mr. Mark McCloskey and Miss Helen Rowe, Recreation Section of the Office of Defense Health and Welfare Service - Federal Security Agency; Mr. G. Ott Romney, Recreation Section, Work Projects Administration - Federal Works Agency; Miss Irene Dickson, Strong Residence - Washington Young Women's Christian Association; Mrs. Helen Duey Hoffman - Washington Housing Association.

RECREATION AND HOUSING FOR WOMEN WAR WORKERS

WOMEN WAR WORKERS AND THEIR NEEDS

EMERGENCY NEEDS.

The present national emergency has necessitated a rapid remodeling of our regular economy into an abnormal set-up. Such development is essential for the National program of defense and war. This has had significant effects in the form of both benefits and hardships to the Nation's workers. Many workers are finding employment for the first time in years. Others are getting better jobs with higher pay. But all along the line large numbers of employees are having to cope, outside their places of work, with difficult circumstances which are beyond their control and to which it is hard to adjust unless the community shares the responsibility for making available the essential facilities. Thus the emergency has necessitated for large numbers of people not only different employment but different living conditions.

Women as well as men in the labor force have become involved in these unusual trends. Women as well as men are faced with difficult problems, concerned with living and leisure and arising out of their jobs or employment in areas with defense impacts. During the year and a half that the country was speeding up its defense production these problems were serious, but now that the Nation has been drawn into the war, and into what authorities agree will be a long hard war, these problems have become exceedingly acute. The situation for women promises to become even more complicated as the result of war, with its need for more and more men for military purposes and for more and more fighting equipment since women must constitute a larger and even more important part of the country's labor supply in a steadily increasing program of production.

The rapid growth of plants to handle large war contracts -- vast new industrial developments in small-town or rural areas -- shifting and migration of workers occupationally and geographically -- difficulties to individuals through a suddenly congested population in innumerable localities with inadequate facilities -- greatly speeded-up production programs, with night-shifts and overtime -- rising costs of living to offset the higher wages now received by many men and women -- demand for more and more workers on war production and fewer on manufacture of goods for civilian use -- these are some of the trends that make up the country's current economic and social patterns, these are the problems that necessitate the planning of new programs to meet the needs of men and women workers in many communities.

SPECIAL NEEDS OF WOMEN.

Efforts are being made by many forces and agencies to help to solve the difficult questions pertaining to the workers' life and living outside their hours of labor. In all such plans and programs special attention must be given to the needs of women wage earners.

The Women's Bureau, charged with the responsibility of promoting the welfare of women as gainful workers at each turn of the economic cycle, is today not only advocating the maintenance of good standards in their places of employment, but is vitally concerned with the building up and safeguarding of satisfactory living standards for women in communities with defense impacts. For example, the Bureau stresses particularly the importance of adequate housing and wholesome recreation for women and girls, many of whom are at work away from home and family for the first time.

There is always the grave possibility that in a crisis like the present the supreme effort to turn out war equipment with phenomenal speed may divert attention from these matters. However, in a time of stress and strain comfortable living arrangements and the right kinds of recreation become doubly urgent. They are essential safety valves for fatigued bodies and frayed nerves. They help to maintain health and morale. And of equal or greater importance in the grave emergency, adequate facilities to guarantee to wage-earning women a well-rounded, healthful, normal existence are essential to production. It has been proved beyond question that unsatisfactory working and living conditions are direct causes of a decrease in output and an increase in labor turn-over, neither of which can be tolerated under the war program, and that inferior food militates against the health of workers that is one of the greatest assets in the war effort. Satisfactory conditions will maintain women's morale as citizens and as the mothers and home makers of the Nation, and thus help to build up our inner defenses.

Women workers have certain needs and interests somewhat different from those of men that should be taken into account in the planning and carrying out of the emergency community program. Thus conditions acceptable to men are not necessarily adequate for women. Also, many women are found in the low-income brackets and have at all times striking needs for low-cost facilities for living and leisure-time pursuits. But now when large numbers of girls and young women have been drawn from their normal home environment into new localities, into suddenly expanded or greatly congested areas, the need is doubly challenging. Thus it is imperative that many women, whether temporary or permanent residents in industrially inflated communities, be given opportunity for the best possible social and

economic adjustments during this emergency period.

VARIED NEEDS OF WOMEN.

Meeting the requirements for women workers along the lines of housing, recreation, and other matters related to their health and social welfare calls for a many-sided program.

The problems as well as the solutions vary according to the several types of defense areas. These divide into the following main classes:

1. Large cities, which have many facilities, diversified but inadequate because of the expanded population.

2. Smaller cities and towns where existing facilities were or still are few, undiversified, and wholly inadequate for a suddenly increased population.

3. Sparsely settled and hitherto undeveloped areas converted within a few months into manufacturing centers, into which large numbers of industrial workers and service employees have been brought but which are totally devoid not only of facilities for normal living but of essential businesses and trades.

4. The suddenly expanded or newly developed environs of military camps and forts, which have inadequate facilities to meet not only certain needs of the men in service but the varied needs of large numbers of workers, particularly women, brought into the area by the mushroom growth of service industries.

Varied also are the types of women workers requiring accommodations for living and opportunities for leisure-time pursuits. Some of the women are employed in private factories and engaged on production of war materials of different kinds, many on monotonous, repetitive, tedious, difficult, and sometimes dangerous processes. Some women are employees of the United States in the Navy and War Departments and assigned to duty in military reservations, posts, or bases. Then there are the nurses with the armed forces and the workers in Government arsenals. Other women are employed in many of the congested areas as white-collar workers and in service trades, not all on so-called defense jobs but affected nonetheless by the

emergency impacts. Because a large number of all these workers are in the low-income brackets, their need of the benefits of low-cost housing projects and recreation facilities are particularly acute.

In many situations a serious hardship for women is the lack of satisfactory or even conveniently located eating facilities, even where effort is being made to house workers. In such places also the important question of wholesome recreation may be receiving scant, if any, attention.

Another emergency problem for a considerable number of women is long-distance commuting, which takes its toll in wear and tear and allows the commuters no time for relaxation or diversion.

These living and leisure-time needs of women workers vary in many cases with such personal factors as age, marital status, race, religion in some instances, and other requirements. The needs must be considered in relation to such working conditions as occupations, wages, time and length of work shifts, location of the place of employment, and transportation facilities to and from work.

NEED FOR STANDARDS.

With such a variety of communities and of women workers calling for programs to be planned and shaped specifically to widely divergent situations, no single pattern can be established for all localities. But the Women's Bureau has formulated certain general standards and policies, certain desirable procedures, in regard to the following aspects:

1. Recreation.
2. Housing.
3. Transportation.
4. Information on community facilities, and so forth.
5. Health and medical care.
6. Special social problems.

Even the outlining of these general standards may prove useful as a guide to those responsible for adapting recreation and housing programs to local conditions. The most desirable plans for the community at its peak of activity may be wholly different from the pattern that must be followed to help women workers become adjusted while developments are still in the early or incomplete stages.

In each community of the types described a survey should be made of conditions and needs of women workers in the area. Such facts compiled by the agency responsible for the investigation point up the kinds of policies and procedures to be followed, that is, the remedial measures that must be taken to bring about improvement in certain community facilities essential to safeguard the women workers' welfare.

In a number of areas a survey has already been made by certain agencies, Federal, State, or local. Thus in any community where an agency or other authority may feel the need of information on local conditions, a check should be made to ascertain whether such data have already been compiled by an agency, and are available from such source.

For example, the Women's Bureau has made a survey in a number of communities, and is planning additional ones, as to the adequacy of local facilities, of the types under consideration, to meet women's needs.

During the course of the survey the Bureau has consulted various agencies and interests in the community as to possible improvements, and in its follow-up program has advised with those agencies -- private or public, Federal, State, or municipal, national or local -- that are best qualified to implement the Bureau's recommendations.

SUMMARY OF RECOMMENDATIONS

Special effort to help women war workers solve problems pertaining to their living arrangements and leisure-time pursuits is essential in many communities throughout the country.

The welfare program along these lines must be adapted in a practical way to community conditions and available facilities, which vary considerably from one type of community to another.

The program for women should be extended and improved, as community developments permit, to conform to the recommended standards and policies along broader lines.

The following outline includes general recommendations, also some specific standards, as related to two types of communities -- rural areas and large cities. The other kinds of defense areas -- small towns, camp environs, and so forth -- may share with cities or rural areas the need for certain improvements, but also may have some additional requirements peculiar to their special circumstances.

I. RECREATION PROGRAM.

A. General Standards and Policies:

1. The program should be adapted to women's needs and interests, in accordance with --

a. Personal factors -- age, marital status, race, religion, individual preferences and requirements.

b. Employment factors -- hours of work, time of work shift (with special attention to the evening and night shifts), wages, field of work (industrial, service trades, office work, professions), type of occupation (sedentary, repetitive, hazardous, highly skilled, requiring physical exertion or high degree of concentration, etc.), location of workplace.

c. Variety of interests (for individual or group action) -- to include activities of the following types: Physical (indoor and outdoor); passive and relaxing; mental, educational, cultural; creative and conducive to self-expression; social (with opportunities for contacts with men, both those in military service and those in civilian life, and other local groups); and social service.

2. The program should give full opportunity for women to participate in planning and conducting their own activities, to develop leadership among themselves, and to cooperate as volunteers in service to the community where feasible.

3. The program should be carried on away and apart from workplaces, but agencies or forces responsible for it should receive cooperation from local industrial managements in all ways feasible.

4. Facilities should be conveniently located in relation to home and workplaces.

5. The program should be adapted to individual communities, become a part of any existing general community program, utilize existing facilities and resources; and aim through provision of wholesome activities to eliminate undesirable commercial features.

B. Additional Recommendations for Rural Areas:

1. The initial program should aim to develop among community groups an understanding of women workers' needs; to secure cooperation of local agencies and groups; and to work towards a broader program as related to the over-all local efforts (with special attention to co-recreation with men).

2. The program should be conducted in connection with some sort of center (if only a room), conveniently located and equipped with all reasonable and possible facilities and those most desirable from the women workers' viewpoint, to include perhaps some kitchen equipment for their use in communities with insufficient and inadequate eating places.

3. In a community without a representative from the official defense recreation agencies, a local agency or group, possibly a woman's organization, should take the lead in starting a program, in consultation with such agencies as the Women's Bureau, USO agencies concerned with women workers (the National Board of the Young Women's Christian Association, National Catholic Community Service, National Travelers' Aid Association), Office of Defense Health and Welfare Service, Work Projects Administration, and so forth.

C. Additional Recommendations for Large Cities:

1. A well-equipped, conveniently located center is desirable (with auditorium, lounge, facilities for games and athletics, library, writing desks, small rooms for club groups or individual private entertaining, facilities for "freshening up".)

2. The program should avoid duplication of community facilities, but should make such available for women's use (as swimming pools, tennis courts, schools, equipment, libraries, etc.) and on a co-recreation basis wherever feasible.

II. HOUSING AND EATING FACILITIES.

A. General Standards:

1. All types of housing for women war workers should conform to standards essential for safety, security, health, decency, adequacy, privacy, cleanliness, and comfort.

2. Living quarters should be conveniently located in regard to workplaces and recreation facilities, and be in pleasant surroundings.

3. Room rent should not exceed 20 percent of a woman's income.

4. Safeguards should be set up in every community to control rents and to prevent other dangers from hit-or-miss room finding.

5. Single rooms are preferable, or double rooms with not more than two women, each with her own bed.

6. Rooms (whether in private homes, boarding or lodging houses, dormitories, etc.) should be adequately furnished (including a closet with lock or a locker preferably for each occupant) and should be properly heated, ventilated, and lighted.

7. Bathing facilities and toilets should be modern and in good repair, arranged to give necessary privacy, conveniently located and sufficient in number (in the ratio of a modern bath, or shower, and toilet for every 5 to 7 persons; a wash basin to every 4, unless there is running water in the bedroom, then 1 for every 7).

8. A place on the premises for entertaining guests outside the bedroom.

9. Eating facilities of proper kind, conveniently located, with satisfactory inexpensive meals.

B. Additional Recommendations for Rural or Sparsely Settled Areas:

1. A campaign by local women's groups would help --

   a. To prevent discrimination against newcomers (particularly industrial women) in the community.

   b. To make available satisfactory rooms in private homes.

2. Improved types of housing projects for women are necessary --

   a. Preferably single units, low-rental dwellings (similar to family type) for occupancy by several women on a cooperative basis. (Permanent or demountable, according to locality needs.)

   b. Any new multiple dwellings or dormitories to be of an improved type --

      To be built in accordance with plans and standards recommended by women experts in the various agencies concerned with the housing program for women.

      To include on the premises certain essential features for comfort and convenience, such as eating, recreation, leisure-time, and laundry facilities.

   c. Existing dormitories to be made more livable, and, if devoid of eating, recreation, and laundry facilities, to have these essentials provided in an adjacent building to be erected by a Government or other agency.

3. Opportunity should be given for self-government by women occupants of a multiple dwelling (under the general supervision of the director of the dwelling).

4. Good eating places (with nourishing, inexpensive, appetizing food), sufficient in number and conveniently located, should be made available, and if necessary could be sponsored by proper local authorities or groups.

5. Arrangements for meals on a cooperative basis for women workers, where desired by them.

C. Additional Recommendations for Large Cities:

1. Room registration service of satisfactory type should be set up and operated in accordance with the most approved standards and with assistance of trained volunteers --

   a. To encourage the renting of rooms in private homes.

   b. To improve standards of boarding and lodging houses.

   c. To help to control rentals.

2. Building of special houses or dormitories for women, or making available to women apartments at low rentals, is desirable if the need of such is revealed by a survey.

III. OTHER WELFARE PROBLEMS.

A. Transportation Facilities in all areas should be:

1. Adequate to take care of a congested population.

2. Convenient for women in relation to homes, workplaces, and recreation facilities.

3. Set up to give special service for women on evening and night shifts.

B. A Health and Medical-Care Program adapted to meet the needs in various types of communities (under the auspices of health and medical agencies and authorities such as the Office of Defense Health and Welfare Services) should include wherever feasible and possible:

1. Education in regard to disease prevention, industrial hygiene, and first aid (carried on possibly in connection with a recreation program).

2. Adequate remedial care (including hospital facilities and out-patient clinic) in case of sickness, at nominal fees or with free treatment of indigent women.

3. Group hospitalization and group medical care.

4. Special facilities (including visiting nurses and nurses' aides working under professional direction) for care of unattached sick women in homes of other people, lodging or boarding houses, or dormitories, when hospitalization is not possible or essential.

5. Training of volunteers for participation in health program.

C. Information and Social Case Work of the following types are necessary:

1. Facilities of Travelers Aid Society in a community, or where it is lacking a program of similar services be instituted.

2. Special attention to problems of migrant workers --

a. Including distribution at employment offices of a leaflet to give women essential facts about a new area, in advance of arrival there.

b. Preventing migration of women ineligible for jobs in other areas.

3. Special facilities (including use of trained case workers) for meeting emergency social problems of women as newcomers in a community.

D. Adequate Child-Care Facilities for Working Mothers (on all three shifts) in accordance with standards established by the U. S. Children's Bureau should include:

1. Nursery schools, centers, etc. (conveniently located but not in plants) for children of pre-school age.

2. Playgrounds, leisure-time program, and supervision during after-school time for children of school age.

3. Other arrangements, such as day care in foster homes, housekeeper service, day and vacation camps.

4. Individual counseling service to mothers.

IV. PERSONNEL AND OTHER FORCES RESPONSIBLE FOR COMMUNITY PROGRAMS.

A. Paid Directors (and their assistants) of projects for recreation, housing, etc., should:

1. Be trained and experienced in the special type of work they are directing, in group work, and in social case-work where desirable.

2. Be familiar with problems and needs of women workers.

3. Possess essential personality qualifications.

B. Services of Trained Volunteers are desirable, to assist in various types of projects, wherever feasible.

C. Cooperation of Local Agencies or Forces, including women's organizations (State Federation might help where no local branches exist), can be particularly helpful in making housing and recreation programs for women workers in their communities more adequate, through assistance of trained volunteers, in such projects as --

1. Operating a room-registration service.

2. Making duration dormitories more livable.

3. Helping to develop an existing recreation program, or initiating one in a community without such.

4. Sponsoring a publicity campaign to help the community understand the needs of women workers and to secure cooperation of local forces in making available essential facilities.

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IMMEDIATE RELEASE SATURDAY APRIL 13, 1942. 2 Cols.

THE YARDSTICK

CATHOLIC TESTS OF A NEW SOCIAL ORDER

By

The Rev. Raymond McGowan,
(Assistant Director, N.C.W.C. Dept. of Social Action)

THE MEETING OF THE C.A.I.P.

I've attended every one of the annual meetings of the Catholic Association for International Peace, and perhaps every one of its regional meetings. This year's meeting seems to me to have been its best. Good reports should be coming from its committees soon, especially two--one on Inter-American Cooperation and one on the period immediately following the war. Others dealing with permanent reconstruction are planned.

The following is no attempt at a summary but simply the thoughts that the meeting solidified in my mind:
(b.f. this par.)

We are living in an interdependent world. We are all basically equal and born brothers. We must have economic and governmental institutions and a religion which will apply our fundamental equality and brotherhood to our life in an interdependent world. And our wars have come because our interdependence has been intensified, but our conviction of basic human equality and brotherhood has not become stronger, and we have not followed the religion or set up the economic and governmental institutions which would apply human dignity to the world's interdependence. The post-war world will be a better world only if we see the dignity of man, only if the religion we have helps us to see it and live up to it, and only if we create economic organization and government for the world to enforce human dignity and brotherhood in our world interdependence.

These are, as I see it, fundamentals, and if we don't see them we see only the trees and not the woods, only the details of the picture and not the picture as a whole.

One warning. It is about that word 'interdependent.' It does not mean that the world has no parts or that the parts are all the same. It means just the opposite And likewise, there is a special brotherhood within these parts. And likewise there can be a special economic organization and special regional governments within the various parts of the earth. But these are details inside a unified picture. For example, there are special Inter-American ties, special North Atlantic ties, special European ties, special Far Eastern ties. But these are details. As details they have to be cared for, but not to the extent of denying world interdependence, the world brotherhood, and a world organization.
(b.f. this par)

Inter-American responsibility for leadership in the post-war world seems fundamental too. It isn't that we are perfect or even as yet ready for the leadership. But the leadership will be pushed on us because of our relative freedom from the old world's terrors and because of our strength, our resources and our geographical position between the two oceans and the three old world continents and Australia. Inter-American cooperation now is essential to post-war decency.
(b.f. this par.)

And finally, I came away with the conviction that what we need most are: A better knowledge of the facts of this interdependent world and a zeal for the Pope's Peace Program and the religion from which it springs.

(N.C.W.C. FEATURES)

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FEDERAL SECURITY AGENCY

COORDINATOR OF
HEALTH, WELFARE, AND RELATED DEFENSE ACTIVITIES

OFFICE OF THE
REGIONAL COORDINATOR

170 Federal Office Building,
Minneapolis, Minnesota
February 9, 1942

WOMEN'S BUREAU
FEB 12 1942
DEPARTMENT OF LABOR

Miss Mary Robinson,
Women's Bureau,
U.S. Department of Labor,
Washington, D.C.

Dear Miss Robinson:

Mr. McCloskey has asked me if he could have copies of the pamphlet which you prepared and which will be issued by the Women's Bureau of the Department of Labor. His title and address are: Mr. Mark McCloskey, Director of Recreation, Office of Defense Health and Welfare Services, New Social Security Building, Fourth and Independence Avenue Southwest, Washington, D.C.

I also shall be glad to receive a copy and I am looking forward to seeing the final edition.

Sincerely yours,

Helen Rowe

Helen Rowe, Consultant in
Women's and Children's Problems,
Defense Health and Welfare Services

RECREATION - 1943

Federal Security Agency
DIVISION OF RECREATION

Social Security Building
Washington 25, D. C.

July 23, 1943

There is a direct connection between the speed and efficiency of war production and the kind of recreation a town provides for its war workers, says Paul V. McNutt, Chairman of the War Manpower Commission.

The enclosed pamphlet, *Recreation -- A Resource of War*, has been prepared to help communities in war areas meet the off-the-job needs of war workers and their families.

Management and labor, churches and civic organizations -- both public and private -- concerned with the health and vigor of our people will find the information useful in planning activities.

The full report, from which this booklet has been prepared, titled *Spare Time -- A War Asset for War Workers** describes the experiences of some communities which may serve as examples of what might be done. Copies of this report can be had without charge by addressing: The Division of Recreation, Federal Security Agency, Social Security Building, Washington 25, D. C.

*See OWI News Release 2201 for a summary.

RECREATION—

a

Resource of War

FEDERAL SECURITY AGENCY
PAUL V. McNUTT, *Administrator*

OFFICE OF COMMUNITY WAR SERVICES
CHARLES P. TAFT, *Director*

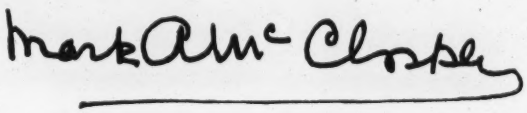
FEDERAL SECURITY AGENCY

PAUL V. MCNUTT,
Administrator

CHARLES P. TAFT,
Director, Community War Services

MARK A. MCCLOSKEY,
Director, Division of Recreation

Recreation is everything that goes to make up the wholesome well-being of the individual during off hours—rest, leisure, the development of the creative spirit, the simple human values that all free men and women cherish. Recreation is whatever gets your thoughts off your troubles, breaks monotony, stirs up your circulation, and relaxes your war-speed tension, in order that you might go back with steel-spring strength to your job.



RECREATION—*A Resource of War*

Recreation is a hard-boiled necessity in these times of war: an investment in our number one asset—human resources.

Men and women working at the high-speed tempo of war plants, living too often in overcrowded quarters, traveling long distances to and from the job, seek—and need—release from tension at the end of the work shift.

The need of soldiers for rest and recreation has long been recognized. It is certainly no less essential for workers, geared to the high intensity of machine production.

Recreation guards against human waste on the home front, just as it does on the battle front.

We know we cannot afford the waste that results from strain and tension—not among our soldiers, not among our millions of workers, not among youth and children.

Workers, like all other people, must have the chance to be human beings. They must have places to go after work is done, to entertain and be entertained—to dance and talk and play together.

Tired workers are dangerous, to themselves and to their own production. Accidents often come from fatigue, and fatigue is relieved by the relaxation of recreation.

Recreation of the right kind is a powerful force against absenteeism.

IT'S EVERYBODY'S JOB, IN EVERY COMMUNITY

Responsibility for the recreation of war workers and their families rests squarely upon the local community and its citizens. In some communities there already are recreation agencies which should take the initiative. Nearly every citizen—every organization—has an interest and a stake in developing proper facilities for healthful relaxation—for the sake of the war and for the community's sake.

No "on paper" plan will fit all situations. Every community must work out its own program. In approaching the task, start at the strong point of existing organization. The main objective is total mobilization and coordination of all resources available, under the strongest leadership that can be found. To give proper emphasis to the recreation needs of war workers and their families, representation from labor unions, plant management, and commercial agencies, should be affiliated with public, semipublic, and private agencies on the local war recreation committee.[1]

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[1] Suggestions for organizing a war recreation committee with responsibility for community-wide coordinating and planning are outlined in *Recreation in Wartime—A Handbook for Recreation Committees of Local Defense Councils*, available from the Federal Security Agency, Office of Community War Services, Washington 25, D. C., or Office of Civilian Defense, Washington 25, D. C.

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What are your facilities? How can they be expanded? What new facilities can be provided?

Provision must be made for the widely varied needs of a varied people, according to their ages, their hours of recreation, ability to travel.

There should be rooms for indoor games, for both adults and children; halls for dances and entertainments; places to read and relax. Sports activities, excursions, picnics, hikes, and camping trips should be arranged.

The indoor activities can be made available in your schools, libraries, museums, city halls, fire stations, community centers, auditoriums, and armories. Private homes, idle CCC camps, memorial halls, churches, union halls, and war plants themselves can be used.

Most of the staffing of your facilities can come from volunteers—older people, housewives, teachers, students, and workers, both industrial and white-collar, who will be glad to contribute some of their time off to help their community.

Every union, every club, nearly every organization in a community has an interest in this problem and most of them will cooperate. Among them many skilled recreation leaders may be found.[2]

WORKERS ARE PEOPLE

Develop your own program in your own community. But let's get this straight: workers are people, and people are all kinds.

They are alike in their relish of those golden moments for relaxing play when the time-card is punched and the work-shift ends.

But they differ in what they like. Uncle Joe, 60, when he leaves the drill-press, may like to sit in the shade of a tree with his pipe, and whittle. Jenny, his 20-year-old granddaughter, will choose the hilarity of juke-box dancing after a day's riveting, and why not?

Between what Uncle Joe and Jenny choose there is a wide range of interest according to age and sex, where workers live, what their jobs are.

And workers are not separate from their families—all must be included in real recreation.

Here are two main points:

1. Recreation for industrial workers should be an integral part of recreation for other members of the community. They may have special hours and needs, but recreation for them should be part of the stream of community recreation.

2. Recreation for industrial workers must include their families, particularly their children.

HOW TO HELP YOUR COMMUNITY

Some ways, proved practicable by experience in many communities, in which various people and organizations can help build up mental and physical well being, are as follows:

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[2] Suggestions for training volunteer leaders are contained in the handbook *Volunteers in Recreation*, available on request from the Federal Security Agency, Office of Community War Services, Washington 25, D. C.

WHAT PUBLIC AGENCIES CAN DO

1. Seek increased budgets to employ full and part-time recreation personnel and develop recreation facilities through:
   a. Supplementary funds from city, county, and Federal Governments.
   b. Funds from private sources in the community.
2. Extend the use and hours of service of present recreation facilities to meet wartime needs of workers and their families.
3. Make available schoolrooms, auditoriums, and gymnasiums for group activities.
4. Develop new neighborhood facilities, such as community centers in vacant resident and commercial buildings, and playfields and playgrounds in vacant lots.
5. Operate private tennis courts, swimming pools, and similar facilities for public use.
6. Use city maintenance equipment to improve private recreation facilities.
7. Construct "roving play centers"—trailers equipped with various kinds of playground supplies to use in improvised neighborhood playgrounds.
8. Make available equipment kits for athletic activities, picnics, parties, and so forth.
9. Construct obstacle courses for children and adults in parks and neighborhood areas and on athletic fields.[3]
10. Construct barbecue pits, benches, and tables in park and neighborhood areas.
11. Make available facilities and personnel for Youth Recreation Centers.
12. Provide instructions in sports, arts, and crafts for adults and young people.
13. Arrange for supervised summer playgrounds and children's programs before and after school hours.

WHAT PRIVATE SOCIAL AGENCIES CAN DO

1. Extend hours of service and use of facilities to meet the needs of workers on round-the-clock shifts.
2. Adjust existing programs to wartime needs of war workers—men and women and their families.
3. Promote additional activities beyond the normal program to make the over-all community program as broad in scope and as many-sided as possible.
4. Allocate neighborhood programs through council of social agencies to groups who can demonstrate interest and ability to service the area. These factors should be considered:
   a. Location of agency's facility.
   b. Adequacy of staff or extension service.
   c. Budget—available funds.
   d. Public relations.

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[3] Diagrams of physical fitness obstacle courses can be obtained by writing to the Federal Security Agency, Washington 25, D. C.

5. Provide nonmembership privileges to war workers. Consideration should be given to:
   a. Group plans.
   b. Fee charges only for specific services.
   c. Rental of facilities to groups and organizations.
6. Arrange for personal services for war workers and their families in cooperation with commercial and professional people. Important among these are:
   a. Room renting service.
   b. Child care, nursery schools.
   c. Shopping service.
   d. Visiting nurses.
   e. Check cashing service.
   f. Legal aid.
   g. Tax and accounting service.
7. Offer participants a definite share in formulating and carrying out of programs to give them a sense of "belonging."

WHAT LABOR UNIONS CAN DO

1. Develop recreation programs from funds allocated from membership dues for this purpose.
2. Larger unions might employ professional recreation leadership to coordinate and administer recreation program.
3. Recruit volunteer recreation leaders from members and families who have special skills and training in athletics, hobbies, social, and cultural activities.
4. Secure recreation leadership and advice from municipal and private agencies.
5. Plan some union programs cooperatively with other groups to better community relations.
6. Seek representation on the local war recreation committee since union programs are one of the component parts of the total community program.
7. Develop a recreation program through joint labor-management sponsorship, using War Production Drive labor-management committees wherever they are functioning.
8. Coordinate the recreation activities of the various unions in the community through area conferences.
9. Set up a personal advisory service to aid members in securing medical care, lodging, temporary loans, and other services.
10. Arrange for use of public and private recreation facilities for group activities.
11. Arrange for rental or purchase of clubhouses and recreation equipment.
12. Arrange for rental or purchase of camp sites for use by workers and their families.

WHAT WAR PLANTS CAN DO

1. Organize a plant recreation committee with labor-management sponsorship, representing all plant departments and shifts. In plants which have functioning War Production Drive labor-management committees, the recreation program should be delegated to a subcommittee.
2. Arrange to finance a recreation program through:
   - *a.* Funds provided jointly by management and employees.
   - *b.* Canteen and cafeteria profits.
   - *c.* Dispenser profits.
   - *d.* Special benefits and events.
   - *e.* Membership dues.
   - *f.* Admission fees.
3. Employ full-time professional recreation director paid by management and labor or loaned by plant, union, community, public agency, or private agency.
4. Recruit volunteer leaders from plant departments with special skills and training in athletics, hobbies, social, and cultural activities.
5. Use plant cafeteria, storerooms, lounges, auditorium, and general offices for recreation purposes.
6. Secure portable public address system and motion-picture equipment for lunch-period programs.
7. Make available tables and benches for quiet games during lunch period.
8. Make available at convenient locations indoor and outdoor canteens.
9. Promote coordination of interplant programs in the community through area conferences of plant recreation representatives. (In the work with other community groups, the labor-management War Production Drive subcommittee on recreation can well represent the plant.) Some of the activities this group can promote are:
   - *a.* Stimulating development of odd-shift recreation.
   - *b.* Exchanging information on programs.
   - *c.* Preparing guides of metropolitan recreation resources.
   - *d.* Coordinating use of community facilities.
   - *e.* Sponsoring interplant leagues and contests.
   - *f.* Awarding trophies for athletic competitions.

WHAT COMMERCIAL ENTERPRISES CAN DO

1. Extend hours of service at recreation centers, stores, and banks to meet the needs of war workers on round-the-clock shifts.
2. Seek the suspension of city ordinances requiring early evening and Sunday closing to permit movies, dance halls, bowling alleys, and other entertainment centers to remain open at times when workers and their families can participate.
3. Promote the organization of industrial leagues for bowling, skating, and so forth to assure profitable attendance.

4. Rotate with other establishments to make services available on alternating nights to accommodate odd-shift workers.
5. Sponsor new recreation ventures such as "nickel" dance halls and night clubs, canteens, and milk bars.
6. Make available theaters, halls, and other commercial facilities for community activities such as sings, dances, amateur events, and meetings.
7. Establish information booths and lounges in department stores, theater lobbies, and so forth.
8. Assist community in publicizing recreation programs through newspaper, radio, bulletins, and so forth.
9. Promote interest among commercial employees to act as volunteer leaders.
10. Cooperate with local recreation committee in developing an overall community recreation program for all groups and ages as a means of building a better community for all to live in.

WHAT CHURCHES CAN DO

1. Organize a church subcommittee of the local war recreation committee.
2. Promote cooperative planning among ministerial and lay church organizations.
3. Open church buildings to interdenomination groups as lounges, recreation centers, information centers, nurseries, and so forth.
4. Arrange for home visits by interdenominational groups to welcome newcomers.
5. Provide "welcome wagons" and "caravans" to visit newcomers and supply them with information on community facilities and services, shopping, medical care, recreation, and so forth.
6. Arrange for religious services at trailer camps and in isolated areas.
7. Organize mass interracial activities to promote good racial relations.
8. Arrange joint religious holiday celebrations.

WHAT CAN BE DONE IN HOUSING PROJECTS, DORMITORIES, AND TRAILER CAMPS

1. Promote recreation program through tenant activities association.
2. Recommend that a full-time special project services advisor be assigned to administer and coordinate activities.
3. Develop and utilize fully the initiative and abilities of project tenants.
4. Utilize community facilities such as schools, neighborhood houses, centers, playgrounds and parks for program activities.
5. Enlist the cooperation of FPHA in providing indoor and outdoor facilities when existing neighborhood buildings and play areas are inadequate.
6. Encourage public and private community agencies to provide leadership, facilities, and equipment.
7. Foster cooperative relationship with community to achieve a more rapid assimilation of newcomers.

8. Familiarize tenants with existing community recreation opportunities for organized and unorganized activities.
9. Urge that housing projects, trailer camps, and dormitories be included in over-all planning when communities request supplementary assistance from other than community resources.

CHECK LIST OF RECREATION PROGRAMS[4]

SOCIAL ACTIVITIES

1. Community "sings," dances, pageants.
2. "Sunday-in-the-park" programs.
3. Picnics for family groups.
4. Community Victory gardens.
5. "Owl" clubs, breakfast clubs, supper clubs.
6. Movies in recreation centers and in park areas.
7. Band concerts in neighborhood and park areas.
8. "Talent nite"—quiz programs, amateur acts.
9. Holiday celebrations and festivals—Hallowe'en, Labor Day, Thanksgiving, Christmas, New Year, May Day, Decoration Day, and so forth.
10. War fairs—exhibits, amateur contests, music.
11. "Nickel" night clubs.
12. "Bookmobiles"—libraries for isolated areas.
13. "Dawn patrol" parties for workers on graveyard shifts.
14. Round-table discussions and forums.
15. Language classes and refresher courses.
16. Card and bingo parties.
17. Baby shows and pet shows.
18. Addresses by war heroes describing results of workers' products.

For Women

19. Community kitchens where groups can prepare meals and hold small parties.
20. Fashion and personality clinics.
21. Supper meetings followed by dances.
22. Cooking schools and nutrition classes.
23. Fashion shows in cooperation with stores.
24. Knitting and sewing clubs.

For Children

25. Playground carnivals and circuses.
26. Marble contests.
27. Kite flying contests.
28. Doll shows.
29. "Teen-age" clubs.

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[4] For more complete information on recreation programs being operated by communities and groups write for handbook, *Spare Time—A War Asset for War Workers.* Address the Federal Security Agency, Office of Community War Services, Washington 25, D. C.

ACTIVE GAMES AND SPORTS

1. Athletic leagues for men and women in softball, volley ball, bowling, basketball, table tennis, and so forth.
2. Supervised playground games for children.
3. Water carnivals and swimming parties.
4. Obstacle races for adults and children.
5. Group roller skating, bicycling events.
6. Ice skating, tobogganing, and skiing tournaments.
7. Fly-casting in park areas and ponds.
8. Hiking clubs and nature study groups.
9. Horseshoe pitching, hand ball, and other dual games and activities.
10. Fishing and boating parties.
11. Boxing and wrestling tournaments.
12. Camping programs.

MUSIC, ARTS, AND CRAFTS

1. Choral group, orchestra, and band entertainment.
2. Handcraft classes such as woodwork, metalwork, carving, and stagecraft.
3. Photography clubs.
4. Amateur skits and plays.
5. Art classes and instruction.
6. Hobby groups, collecting, and exhibits.
7. Performances by stage and screen celebrities when they appear in nearby theaters and studios.
8. Theater and movie parties.
9. Dance classes and instruction.
10. Literary clubs.

The Federal Security Agency maintains a staff of field recreation representatives who are available for consultation on all problems pertaining to recreation needs in wartime.

For further information, write the Division of Recreation, Office of Community War Services, Federal Security Agency, Washington 25, D. C.

U. S. GOVERNMENT PRINTING OFFICE: 1943

Voluntary Organization

Women's Club News

By Genevieve Reynolds

Tall, slender Frances Conlon, Director of the USO Club of the National Catholic Community Services, Women's Division, is so busy cheering up lonely women warworkers and servicemen that she has little chance to get homesick herself. Yet this is the first time she has lived away from home.

GENEVIEVE REYNOLDS

A dynamo of energy, she darts in and out of the USO clubs in the Northeast area of Washington, giving a bit of advice here, a friendly greeting there. She has more original ideas in two minutes than most people have in a week.

Still in her early twenties, Miss Conlon is a friend of thousands of women warworkers.

What the the chief problems of these Washington women warworkers? Well, here are a few of the questions they ask chic, blonde Miss Conlon.

"Who is a good dentist? To what doctor should I go for this and that ailment? Where can I buy my clothes? What type of clothes should I purchase?" But most significantly of all, they inquire, "What can I do with my spare time? Is there any place I can go for recreation, or do I have to go back to my crowded, cramped rooms and look at the four walls? Is there any place I can do my laundry? Is there anybody who can be mother to me—so I can tell her my problems?"

Declaring that the girls are appreciative of any little kindness, Miss Conlon says they make pathetic attempts to cheer up each other. Often a girl makes fudge, cookies or cakes to distribute among the other warworkers who lon pointed out that a director always is on hand at the recordings to censor any Government or military information that might slip out.

While covering the areas in the Northeast section of Washington, Miss Conlon operates from base headquarters at St. Martin's Church, 1912 North Capitol Street.

Despite the fact that she is on call 24 hours a day—usually works at least 16—she still says that people are her chief hobby. She maintains that in order to be a USO club director you must like to have a lot of people around and must have a sense of humor.

Youthful in appearance, Miss Conlon combines the finesse of a cosmopolite with the naturalness of small-town charm. An excellent dancer, she's also a whiz at swimming, roller skating, skiing and other sports.

MISS FRANCES CONLON

D. C. Federation

The District of Columbia Fed-

warworkers? Well, here are a few of the questions they ask chic, blonde Miss Conlon.

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Declaring that the girls are appreciative of any little kindness, Miss Conlon says they make pathetic attempts to cheer up each other. Often a girl makes fudge, cookies or cakes to distribute among the other warworkers who drop into the USO clubs for a bit of recreation.

Pointing out the necessity of taking care of emotional stability, Miss Conlon said:

"Before Pearl Harbor, 250,000 women were engaged in warwork. After the attack, the number jumped to 6 million, with the goal set for 13 million by the end of 1943."

Servicemen are concerned greatly over the women they are defending. They say to her: "What will happen to my mother, sister or wife if she goes into war industries? Will she have decent living quarters and recreation, the poper medical care and religious help? Is there anyone who can help her establish herself in a new life and a new community?

Alert Miss Conlon usually has an answer for all the perplexities of the servicemen and women warworkers. A native of Yonkers, N. Y., she studied social welfare work at the College of Mount St. Vincent, New York City, later doing postgraduate work in social work and recreation at Fordham and New York Universities. She even "piddled around," as she terms it, with psychiatry—diagnosis and treatment of mental disorders.

In the USO clubs, Miss Conlon has encouraged the making of records of messages as Easter greetings to send back to their home folks. However, Miss Con-

MISS FRANCES CONLON

D. C. Federation

The District of Columbia Federation of Women's Clubs dug into its treasury yesterday at the monthly meeting held in the Gill-Bert, and passed resolutions to invest between $2800 and $3000 in war bonds. The advisory council also recommended to the club's executive board that $25 be given to purchase a special medical kit for the medical and surgical relief committee of New York State. This kit contains not only medical and surgical supplies but food and fishing equipment, and is to be used at submarine bases in combat areas.

The club voted to furnish a federation recreation room for soldiers, place to be designated by the Red Cross. Miss Laura Lindley was indorsed to receive a fellowship to study at Yale University summer school.

ADVANCE RELEASE: For SUNDAY Release, July 25, 1943.
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ADVANCE RELEASE

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OFFICE OF WAR INFORMATION
FEDERAL SECURITY AGENCY

OWI-2201

The lack of recreation for war workers is a threat to production, the Recreation Division of the Federal Security Agency points out in a forthcoming report summarizing the actual experience of local communities in providing leisure-time activities for war workers.

The full report, which is now in press, is under the title "Spare Time -- A War Asset for War Workers." It analyzes the experiences of war plants and communities in developing recreation opportunities, and declares that recreation is "a hardboiled necessity in these times, an investment in our Number One asset -- human resources."

In addition, a pamphlet, entitled "Recreation -- A Resource of War," based upon this report of local recreation programs geared to war production needs, has recently been issued by the Federal Security Agency's Office of Community War Services. It is being distributed to guide communities and the organized groups in each locality in promoting their own recreational activities. Copies are available at the Office of Community War Services, Washington, D. C.

Calling good recreation "one of the soundest safety devices there is," the Federal Security Agency report notes that a fatigued worker is more likely to have accidents; a tense worker does poor work. It says:

"People working at the intensive tempo of war plants -- and living too often in crowded quarters, and in towns that may be alarmed by the problems strangers bring -- traveling long distances to and from work, seek and need release from tension at the end of the work shift."

"Wages are not the lone incentive needed to keep workers at the peak of production. Facts prove that. Even patriotism isn't enough. They must have some chance to be human beings, have places to go in their time off, to entertain and be entertained.

"People don't work in places and under conditions where they are robbed of these normal interests, or where their families and children are deprived of them."

Women, many of them new to industry, often find the strain of factory work even greater than men, the report states. With more and more women replacing men, the need for recreation is increased.

The Federal Security Agency says that recreation programs are healthiest "when plan and initiative spring from local roots. The Federal, State and local governments, however, are partners in this obligation toward war workers."

The Federal Security Agency's Recreation Division stands ready to assist communities in developing recreation programs. Operating through a field staff, the Division "assists communities in strengthening their recreation program, in mobilizing all possible local resources, in aiding with standards for recreational personnel and facilities and in securing supplementary assistance when the burden of war activity overtaxes the community."

The chief factor in the "whole picture of recreation for the worker," the report says, is the unawareness of some communities "that recreation is an actual and vital part of the war production program."

X-18098

"In many places," it continues, "a lot of people are doing a little bit of everything or of something in the way of recreation, but in few places has there been a thorough-going, all-out mobilization of resources with a well-planned program under trained leadership."

A local war recreation committee should be set up with public, semi-public and private agencies represented to direct the community's activities, according to the experience of the Federal Security Agency recreation field staff. A survey will aid each community in identifying its problems, discovering its resources and planning its program. Such surveys, the OCWS says, should show such facts as where the people are concentrated, a population analysis by age, sex, and marital status, what recreational facilities exist, where the leadership can be found, transportation problems involved and the types of programs people want.

Recreation for industrial workers is an integral part of a program for the entire community. It should include recreation for workers' families and particularly for their children.

Ways and means developed by resourceful communities in many parts of the country show the variety of activities that every town could make available. Actual instances, cited by the report, show that:

Picnic areas can be developed at little expense, outdoor ovens added and wood piles provided.

Fly and bait casting targets show what ingenuity can do to provide a satisfying substitute for a popular sport when fishing is not accessible. A number of parks are setting targets in pools.

Membership restrictions are relaxing in once private and exclusive clubs and membership organizations in order to serve a wider usefulness.

"White elephant" mansions are being converted into community recreation centers and community houses.

Hours when facilities can be used are being extended to provide "round the clock" recreation for both night and day shift workers. Many departures from ordinary regulations are necessary to make amusement places meet the 24-hour-a-day demands of war workers and to extend hours to meet the needs of workers on all shifts.

High school students represent a reservoir of volunteer aid which communities are only beginning to utilize.

Overburdened as most teachers are today, they still find time to do extra jobs, and can often provide leadership for children's after-school play programs and summer work.

Many housewives already are serving as assistants in child care centers, both those of a formal and informal nature. More are needed as this service expands.

In many plants workers with recreational ability serve as leaders.

With the rising proportion of women among war workers and the many children living in war housing projects and trailer camps, recreation programs are giving more and more emphasis to family interests, to the simple neighborhood type of entertainment.

One small town solved the problem of lack of available reading matter by means of a travelling "bookmobile" which was set up through the interest of a college librarian, the supervisor of the State library extension service, and a county judge.

One midwestern community has inaugurated a Dawn Patrol in a Federal Recreation Building. Started as an experiment, the affair is now held once a week and three or four hundred workers, men and women, enjoy the midnight to 3 a.m. program. They play darts and table tennis; dance, talk, read, and visit; enjoy doughnuts and coffee, and even take showers.

Mexican migrants who came across the border to work on far western farms were welcomed in good neighbor fashion in several places. The Defense Recreation Committee in one town arranged for English lessons and Spanish dancing in the local high schools, provided buses to bring them into town . . . In two other cities the Recreation Department provided athletic equipment for play, promoted fiestas of truly Spanish character.

The Recreation Committee in one New England city had an unusual request -- to provide facilities for a Turkish bath and the services of a masseur and a masseuse to help relax muscles stiff and sore from working in cramped positions.

One city found that many married workers could not enjoy the evening programs planned by community agencies because they had to stay home with the children. The director of one agency lined up a number of high school girls who stayed with children in the evening for a moderate charge.

When workers can't get to church, religious services are often arranged at places convenient to them, or at special hours to accommodate them, as during Holy Week when special night services were timed for workers.

The opening of church facilities for many purposes - gymnasiums, lunch rooms, lounges, and game rooms -- is a boon in over-crowded cities. One West Coast church opens its Sunday School room as a rest center for women who come into the city for shopping or marketing.

In war plants, music is being used as an antidote to fatigue and boredom and is found to be an actual aid to production. Surveys have shown not only that music, by relieving the tension of monotonous work, is an aid to the worker, but that it reduces accidents and ups output from 6 to 11 per cent where it is in regular use. More and more war plants, large and small, are providing music for their workers in one form or another.

In one west coast shipbuilding plant the workers on the swing shift put in a request for roller skating.

One of the largest rubber companies in the country operates a parking lot in the rear of one of its buildings and the proceeds are put into the employees' recreation fund, as are the funds received from charges at certain of the league games played by company teams, from lunch box concessions and similar receipts.

Recreation is a recognized service of most labor unions, both for members and their families. Membership dues usually include provisions for recreation.

The time and skill of union members have made important contributions to many recreation programs. In one northwestern boom town, volunteer labor by Union members built a community center for the trailer camp, with lumber donated by a local contractor.

The demand for paid amusement far outstrips the supply in many war production areas. "Stand in line" is the order of the day at ticket windows and entrance gates. Few new enterprises can be started during the emergency. Entertainment for odd-shift workers -- still a problem child on the recreation doorstep -- is one of the situations to be faced. The problem is mainly one of adapting as well as possible those enterprises that exist.

Across the street from a large plant turning out munitions in an eastern city is a movie theater. In cooperation with the local recreation committee it is experimenting on ways to serve the workers in the plant. A noon program is run with a ten-cent admission charge. Workers can come and eat their lunch while they watch the screen.

The fun of group preparation of a meal in a real kitchen is a tonic to the girl away from home. . . Church kitchens, or the kitchen of a community center turned over for suppers or waffle parties go a long way toward curing homesickness.

Planned especially for the entertainment of the younger contingent in one city where there are many workers who are strangers is a Saturday Night War Workers Canteen.

A northwestern city has turned its school buildings into beehives of activity to keep children interested in the evenings, all day Saturday during the regular term, and during vacation periods. Gyms are in constant use, with trained leaders of the municipal recreation commission in charge; the craft shops are filled with enthusiastic young workers, making a little of everything that tools can turn out. Dances for the junior age and on up are held in the schools.

U. S. Department of Labor
WOMEN'S BUREAU
Washington

RECREATION FACILITIES IN INDUSTRIAL WAR AREAS AS REPORTED BY WOMEN'S BUREAU AGENTS
1943
(some housing rates included)

Bath Maine April, 1943

It is estimated by the company that 65 percent of their workers come from outside of Bath. The housing situation is very acute. Many workers are rooming in Bath who would like to bring in their families were there houses available.

There are two government housing projects completed and at present 400 units are under construction, with 800 applicants for them.

These consisted of the one movie theatre, in Bath. Most of the workers by the time they reached their homes and had eaten were too tired to seek much recreation at least the women. Even the woman personnel officer drives home with her two boys and enough other workers to fill her car, a distance of nearly 20 miles, gets dinner eats it, and makes a short evening as they have to be up and ready to leave at 6:45. As garden time is coming on Victory gardens will take about all the spare time of those who live in the country.

With the men it is hard to keep them from going hunting or fishing as the proper season comes around.

Springfield Vermont May 1943

There are at the present time, I might say, four Housing Projects in Springfield.

The girls' dormitories are furnished, the land about them is graded, although there are still duckboard walks connected with them. There are both single rooms and double rooms.

There are two projects of family apartments. There is a community room in the main building with floor marked out for badminton and a small kitchen where they can cook things if they are having a party. At the Southview Apartments they are forming a women's club for the girls in the dormitories and in the trailer camps. There is no U. S. O. or any organized recreation program.

Wilmington North Carolina - February 1943

Dormitories with 1,100 rooms, 300 for Negroes, and 800 for whites are opening up. 100 of these rooms are being set off for single women - two to a room, this project is also built for shipyard workers. There is a U. S. O. here.

Norfolk Virginia - February 1943

The Portsmouth Y. W. C. A. has just taken over a building which will become a unit of the U. S. O. devoted entirely to the housing and entertainment of women.

The building will be used for the reception principally of women coming to the city to take Government positions, who are unable to obtain immediately housing accommodations. They will be expected to vacate these rooms as soon as they have obtained suitable rooms elsewhere.

The housing of these women has been one of the problems confronting the city in its present crowded condition. Often women have arrived here and have found it impossible to obtain rooms at once.

Indianapolis, Indiana - February 1943.

The Y. W. is having increased demands especially for late parties for the swing shift. Has had several parties lasting until 4 a. m. and they have been very popular. Plan to have one a week or more if staff can be secured. Y. W. is giving a course to develop leaders for industrial recreation.

Most of the plants have recreation programs of their own and little of a community nature has been done.

The need of increased recreation facilities in connection with schools for children of working mothers was stressed by several interviewees.

Evansville Indiana - February 1943

No community recreation program. OCD and USO have cooperated with Y. W. and Y. M. in soldier-local girl parties. Y. W. has no late recreation program for second shift workers. Y. W. said girls were too tired for any strenuous program. The industrial secretary said she had known many girls coming to dances who have fallen asleep on davenports between dances. (Several of the plants have 10-hour day.)

Women with home responsibilities who are working find it difficult to do their shopping as the stores close early. Very few are open after 5:30 or 6:00 so women are staying at home to shop and one employer suggested that the Women's Bureau should try to persuade the shops and banks to be open several evenings a week in an effort to reduce the absenteeism of women.

Employers complained of poor morale on the part of workers and several plants related specific discipline problems and problems of morals with mixed groups.

Job shopping was reported as quite general throughout the last few months. Men and women will start training with pay for one company and then quit for a job in another plant before their training is completed. A stabilization agreement is now in effect and hopes were that it would be effective in reducing turnover.

Milwaukee Wisconsin - February 1943

Miss Ruth Morton, Y. W. C. A. War Extension program Secretary, reported that through the public schools extension service, Milwaukee had excellent recreational facilities. Expenditures of public schools and private agencies for leisure time activities (social centers and night schools) in Milwaukee are $1.75 per capita ($1.46 public funds and $0.33 private funds) as compared to Buffalo with an expenditure of $1.13 per capita ($0.60 public and $0.54 private) and Washington with an expenditure of $1.16 per capita ($0.43 public and $0.73 private).

The Y. W. C. A. War extension program is being carried to women in plants where facilities are available. At present programs have been started in two plants - The Allis Chalmers and the Supercharger Plant. The company bears the cost of a meal or refreshments, the workers paying only a small fee. The program is one of participation. The Secretary stated that this kind of program would be extended to other plants as it was requested by employers - that employers, however, probably "did not realize the value of such a program which could prevent a lot of the labor trouble they were having". Miss Bartlet, the General Secretary, stated that the Allis Chalmers local union (CIO) had called up to object to the program at the Allis Chalmers plant.

The Y. W. C. A. also operates a Negro branch which is a social center for Negro women who like having a place of their own. Dances for Negro women and service men are held at the central association building.

Brunswick, Georgia - February 1943

The Community has been hoping that a recreation building could be provided for the workers in Brunswick but the Mayor had recently received word that "recreational facilities are out for industrial workers."

Charleston, South Carolina - January 1943

It was said that most, but not all of the women working in the yards at the Navy Yard are from the local area or from families which have moved to the region and have family housing of some kind. However, the Navy Yard, the Ordnance Depot, the Point of Embarkation, and several other military establishments have many women clerical workers - and doubtless a good many of these have come from other places in the Civil Service District.

Mrs. Fred Attaway, a member of the local Y. W. C. A. Board, was interviewed briefly at an U. S. O. center. She seemed to think that there is a serious housing problem for unattached women.

North Charleston appears to have very few facilities for eating or recreation, although a very tiny U. S. O. center does exist there. In addition to centers for military personnel in Charleston, there is also an N. C. C. S. center there - particularly for women which will be visited when another trip can be made to Charleston.

Transportation is also rather difficult, of course, and requires a considerable amount of time for workers each day.

East Alton, and Alton, Illinois

East Alton

U. S. O. Club operated by the National Catholic Community Service (N.C.C.S.) was opened Dec. 13th, 1942. This club is primarily for female industrial workers and is within walking distance of the Western Cartridge plant. It is located on the main street of East Alton in the first floor of a former store building which has been renovated by U. S. O. The following facilities are now available:

a. Game Room — Large enough for small dances and group games

b. Library and Reception Room.

c. Kitchen, completely equipped with electric refrigerator, gas stove, dishes, etc. The girls may use the kitchen facilities for group suppers, breakfasts, etc., or to prepare snacks at any time. The girls provide the food and U. S. O. the facilities.

d. Toilet facilities for women and men. Women have a powder room with dressing tables and mirrors.

The U. S. O. program will be operated on an Area basis with the two staff members aiding local committees in planning recreational activities. Particular emphasis will be placed on recreational programs in Cottage Hills, Bethaldo, and East Alton where needs are greatest. The Baptist Church in Cottage Hills has offered the use of the basement once per week for U. S. O. programs. A school building will be used in Bethaldo.

Reports from all sources indicate the need for recreation in these towns. Taverns are much too numerous for the welfare of the workers who frequent them, but no other type of recreation was available up to the present time.

The U. S. O. Club has been requested to plan activities for the service men at the Coast Guard Training Station at Grafton, about 25 miles north of Alton. Parties for these boys will be held at the U. S. O. club in East Alton and also at the Training Station.

A Christmas dinner will be prepared and served at U. S. O. Club for women workers who cannot go home. The girls will help buy and prepare the dinner.

Recreational Program at Western Cartridge Co.; East Alton.

Present activities include:

Bowling leagues - men and women
Fencing group - " "
Soft ball
Dances

Recreational activities have been largely conducted off the plant grounds, due to lack of a building. However, a recreational building, or "Social Center", has been designed and Mr. Hallahan,

Recreation Director, believed the plan would become a reality within a short time. As designed, the Social Center is a two story building 50 by 80 feet but plan may be changed to give greater floor space and have only one story. This building would be used for large group activities which the U. S. O. cannot handle due to limited space. No conflict or duplication of U. S. O. and Company recreational program is expected since U. S. O. program centers around the needs of women workers and small groups.

Additional activities programmed at the plant are:

Little Theater group
Band and Glee Club
Tennis, croquet, and archery

Proposed "Community" building at Defense Housing Project - East Alton

Plans for this building, which will contain facilities for child care, are being drawn, and it is believed that construction will begin in a short time. This Recreation Center will be an extension to the present administration building and probably will not be very large. The U. S. O. offered to plan some activities there if no other leadership was available.

W. P. A. "Hut" in small part near the Housing project.

A recreational program was conducted here during the summer but from all reports the W. P. A. director has joined the Navy and at present no one has replaced him.

Alton

Y. W. C. A. - a large modern building with swimming pool, gymnasium and various club rooms with kitchen facilities for club suppers. The large lobby or reception room is very attractive. The Young Women's Christian Association is not a residence.

Unfortunately, few of the new girls at Western Cartridge make use of the Y. W. C. A. facilities at Alton. There is a Western Cartridge Club with a small membership composed principally of girls whose homes are in Alton. This past year there has been some increase in number of girls participating in Y. W. activities but few new members are from out of town.

The reasons given for the lack of response of workers were as follows:

1. Group riding in private cars. Girls can't stop at Y. W. C. A. very easily when riding with other persons who are not interested, or need to go home immediately after work.

2. Crowded buses to plant. Workers are reluctant to take bus down town to Y. W. after they ride the crowded buses home.

3. Rotation of shifts every week. Girls lose interest in

activities because they are unable to attend regularly. Change of shifts makes it very difficult to plan programs.

4. Large groups of female workers frequent the taverns and are not attracted to type of recreation offered at Y. W. C. A.

Y. M. C. A.

In addition to regular program the Y. M. experimented with midnight parties once per week for workers on the 4 p. m. to 12 o'clock shift. These parties were not very successful so are being discontinued.

City Recreation Program (Alton)

This program has been in operation twelve or thirteen years and now has a full time director, assistant and office girl. The activities planned are principally for school age groups. However, there are bowling and baseball leagues, clubs, etc. in which a few new workers join, but no particular effort is made to include out-of-town people inasmuch as the program is supported by taxes of local citizens. Not many in-migrant workers located in Alton due to lack of housing available. No defense houses were built here.

The Owens-Illinois-Williams Glass Company in Alton has had its own recreational program with paid director and a well equipped building. Favorable reports on this program came from various sources.

Roxana. The town has a full time recreational director and building which includes a gym, stage and library. The population of Roxana is about 1,500 but Shell Oil Refineries have brought considerable money into the town.

Hartford. Had W. P. A. recreational program -- future uncertain.

Wood River Outdoor swimming pool.

Comments

The consensus of opinion of all persons interviewed was that the recreational needs were greatest at East Alton, Bethaldo, and Cottage Hills where population has at least doubled since 1940, and where practically no facilities were available up to present date when the U. S. O. was opened.

If the proposed recreational centers at the defense housing project and at the Western Cartridge Plant in East Alton are constructed, present inadequate facilities should be much relieved. U. S. O. plans to enlarge staff if needs justify the addition of another worker.

An Area Recreational Council has been organized to promote cooperation among the various recreational leaders in the towns, and to prevent duplication of activities on same night for nearby groups.

Mobile, Alabama

Even a brief walk around Mobile downtown streets in the evening is likely to indicate a good deal about the commercial recreation situation, since normally long lines of people can be seen standing in front of almost all of the movies trying to get inside. Employers, labor leaders, and numerous other persons mentioned the need for more recreational facilities for persons of almost all ages. It was also emphasized that the need is especially great in the vincity of some of the housing projects which have been constructed on the outskirts of town. The CIO has recently sent a National representative into the area, who is particularly concerned with building up recreational programs for the union members. A number of people also were especially concerned with the problem of providing more recreation for children and for the "teen-age" group, as one effective method of preventing juvenile delinquency.

The City of Mobile has recently appointed a city recreation director - a new position recently created. It was said that probably he will attempt to carry on some of the programs which have been operating under the W. P. A., but it was felt that assistance from various agencies, and also some Federal funds, will be needed.

U. S. O. has a number of workers in the Mobile area who are conducting recreational programs of various types. Some of these workers are concerned with military personnel for whom several centers exist, but others are concerned primarily with programs for industrial workers, including some representatives of the Y. W. C. A. and the N. C. C. S., who are especially interested, of course, in women war workers.

U. S. O. - N. C. C. S. is operating a house in downtown Mobile which is well equipped to furnish certain types of recreation that are often popular with women. The hall and first floor lounging rooms are attractively furnished and contain, among other things, a piano, a radio, writing desks, magazines, etc. In one first floor room there is a large and well-equipped kitchen. Dark-room facilities for photography also exist. In one first floor room there is a ping pong table, and also some other game equipment. On the second floor there is a fairly large hall which provides a very limited space for dancing. Also there is a weaving room where a number of looms have been set up, and this is said to be a popular activity. A small yard surrounds the house, which is shut off from the street by a high wall, and an outdoor grill has been built in this yard.

Several groups of girls from Brookley Field, the U. S. Engineer's Office, the Port of Embarkation, etc., have been organized and each group meets one night a week. At least some of the girls from Brookley are shop or warehouse workers. One of the clubs is a supper club and the kitchen facilities are available to women when they wish to use them. Luncheon clubs are held several days a week for women working in the downtown area. One shipyard worker is a member of one of the evening clubs, butnit has been difficult to contact these women, and as yet, apparently, very few of them are making use of these facilities.

U. S. O.-Y. W. C. A. is carrying on a decentralized program with the staff of the local Y. W. and the Y. M. C. A. -U. S. O. representative, who is assigned particularly to plan activities for industrial workers. Two small rooms are available in the basement of the Y. W. C. A. where certain types of activities can be carried on, but often the crowds are said to over-tax considerably the available space. In nice weather the yard can be used and outdoor roller skating is one activity provided.

U. S. O. and Y. W. representatives also carry on recreation programs on certain nights in a number of other places, such as the Y. M. C. A., which has the advantage of being downtown, as the Y. W. C. A. is not, and at the NYA residence Center. Recently U. S. O. activities have been started in the City Hall at Prichard and in the community house at Whistler. The Y W. C. A. also reported some difficulty in contacting any great number of the women shipyard workers.

Still more recreational facilities, and expansion of those already operating, is undoubtedly desirable in an overcrowded community such as the Mobile area. (It was pointed out by some that recreational facilities may certainly be a definite aid in keeping some workers from spending their evenings in saloons or taverns, as a result of which there may be increased absenteeism from the job.) It is possible, however, that a good many of the workers are not acquainted with the facilities available despite many efforts to reach them. It would be desirable to include more of the women shipyard workers in recreational programs, apparently, but this is no doubt difficult. (Perhaps this will be easier, if in time, the yards have more women supervisors and women personnel workers through whom contacts might be made.)

It also seems very desirable that as effective use as possible be made by various agencies of recreational space in housing projects, - such as for example, the auditorium and lounge rooms at the Blakely Courts Dormitories and in the community facilities provided in Chickasaw. For instance, the showing of movies at certain times in both of these places would be helpful. (No commercial movie house is in the Chickasaw area, and the WPB refused materials for the construction of a building specifically for this purpose. It seems very doubtful whether the showing of movies in these two places, at least now and then, would impair to any noticeable extent the business of the commercial movie theatres in downtown Mobile, who now appear to have more business than they can handle a good deal of the time.)

Hutchison, Kansas

Recreational facilities:

There is no Y. W. C. A. in Hutchinson. The Y. M. C. A. has a woman's division with two part-time directors, one for physical education and the other for club work.

Although there are quite a number of women participating in the Y. M. C.A. activities, there are few women defense workers. Most of the female participants are office workers, Navy officers' wives and local high school girls.

Hutchison, Kansas

Recreational facilities: (Continued)

One day per week the swimming pool and gym are reserved for women. The Y. M. secretary, Mr. Remington, stated that they had failed to interest the women defense workers, partly because of lack of co-operation by the management. However, Cessna Basket Ball teams (men) use the gym for practice. The physical education director for women at the Y. M. is trying to organize a Cessna Club of girls on the second shift for a 12 o'clock noon to 1.30 p.m. gym and swim class. Fifteen girls promised to come to the first meeting to be held the week I visited them -- the last week of February.

The Business Girls' Club is active, also a book club but neither of these have defense workers for members.

U. S. O. Club. Mr. Robb, director; Mrs. Veach, assistant director.

Since January 8, 1943 this club has belonged to the national organization, operated by the Y. M. C. A. Prior to that date it was sponsored by the Chamber of Commerce, American Legion and other local groups.

The club is located in the former Chamber of Commerce rooms. Furnishings were donated by local people but since joining the National Organization, new furniture is being shipped. Some of the chairs, etc. had arrived.

This U. S. O. club is for service men only -- primarily for the sailors at the Naval Air Base. Male defense workers are not admitted, and the women war workers only if selected as junior hostesses. Mrs. Veach did not know how many of the 400 junior hostesses registered were defense workers but she thought very few. We discussed the possibility of using more of the girls from the airplane factories in a hostess capacity.

Comments

Both Y. M. secretary and assistant U. S. O. director seemed to think "defense workers" rather a wild bunch with too much money to spend. However, Mrs. Veach agreed with me that the sailors represented a cross section of the population and no doubt would be glad to have some factory girls at their parties. I believe she will make an effort to include some of the war workers on their hostess list. The new girls who need the U. S. O. most, probably could not secure the necessary local character references, according to Y. M. C. A. secretary. A very careful selection is made of these hostesses.

Wichita

Wichita has more facilities for recreation than most boom towns. The problem here, as in other wartime industrial centers, is how to secure the interest and participation of the workers. Recreational leaders believe that the lack of interest shown by many women workers is due to

the following causes:

1. Inadequate diet
2. Difficulties in transportation
3. Timidity and self-consciousness
4. Supplementary training courses for workers

Suggested methods for overcoming some of these causes of lack of interest:

1. Encourage girls to eat more wholesome food by:

   a. Conducting some nutrition classes with discussions on types of food workers need. Many of the girls do not know food values.

   b. Serve club suppers and breakfasts for night shift workers, allowing girls to help plan and cook meals served.

   c. This method is used at the U. S. O. clubs and Y. W. C. A. The meals are served at a very reasonable price--35 cents or 40 cents each. The girls say that this is the only time they get good food that tastes like home cooking.

2. Since the new girls will come more readily to larger group activities, it would seem advisable to have more parties of this type. The Y. W. C. A. has a "Play Night" every other Friday night for the war workers and service men. They play group games and dance in the gym. The crowd is large enough for the shy members to lose their self-consciousness. Both boys and girls attend these Play Nights. Quite a large number are N. Y. A. trainees living at the dormitory.

Available Recreational Facilities

U. S. O. Clubs

U. S. O. - Y. W. C. A. located downtown
U. S. O. - N. C. C. S. located in a residential area on the road to Boeing
U. S. O. - Y. M. C. A. Negro club in a residential area

Y. W. C. A. - three buildings

Residence
Administration and Activity Building
Negro Branch

Club Rooms and Activities of the Aircraft Companies

Cessna Club located downtown
Beechcraft A. E. I. Club located downtown
Boeing Airplane Company Recreational activities
Aero Parts Manufacturing Co., Recreational activities

Description of Facilities and Activities

was rented and renovated by U. S. O. It consists of a very long room with half-way partitions for the kitchen and office at the back. All activities must be conducted in this one large room or in the Director's office. The girls' supper club serves their meals on tables in the Director's office which is quite large, but since partitions are only half way, it makes discussion rather difficult when ping pong games, etc. are in progress in the lobby. The type of heating system used requires open space for circulating heat. An effort is being made by the U. S. O. to rent the second floor of the building but no definite arrangements had yet been made at time of visit. There is need for additional space. The lobby serves as a library, writing room, and game room. There is a well equipped kitchen and a powder room for the girls.

A great many service men are using the U. S. O., particularly over the week ends.

Other activities include:

Midnight suppers weekly for second shift workers
Roller skating parties weekly for second shift workers
Informal dancing and games at all times
Breakfast clubs for third shift
Supper clubs for day shift
Drill practice twice a week by Beech Guardettes
Community activities at the trailer Camp
Swimming classes at Y. W. C. A. pool

U.S.O. - N.C.C.S.Club was formerly a very large beautiful private home The Catholic Church bought the property within the last year and now rents it to the U. S. O. The house has been redecorated and makes a very attractive club for girls with its many rooms for all kinds of activities. In the hot summer the lovely lawn with trees will be an inviting place for the girls living in crowded rooms. Girls are allowed to entertain their dates at the club if they wish.

The general weekly activities are:

Sunday - Buffet supper at 6 p.m., 30 cents
Monday - Orchestra practice, ping pong, table games and dancing
Tuesday- Knitting club plus usual games,etc.
Wednesday- Craft class, camera club, etc.
Thursday - Bridge club, song festivity, ping pong, and dancing
Saturday - Open house.

Formal dances are held upon special occasions. There is one Breakfast Club of Beech Aircraft girls which meets once a week. A Physical Fitness Class for girls is given and several Child Guidance and Prenatal Courses for the mothers at the Trailer Camp and Housing Projects.

Y. W. C. A. The residence, constantly filled to capacity, is within walking distance of the Y. W. C. A. Activities Building, located in the downtown area.

Facilities Available include a gym and swiming pool in addition to the club rooms, lobby, kitchen, etc.

Activities Program

a. Health

The biggest expansion in the Y. W. C. A. activities has been in the Health Department. The gym is used to maximum capacity and swimming is popular. Many more girls would join in this sport if it were not for the necessary physical examination. In order to facilitate the procedure, the physician has consented to come to the Y. W. on a specified date and hour, providing there are a certain number of applicants - 15 girls, I believe, is the minimum. The fee is 50 cents. This includes the first swim if taken at that time. Despite all these inducements, it is difficult to get girls to come for the examination.

b. Business Department

c. Industrial Department

Although there has been some slight increase in the enrollment of this department, the Y. W. staff is much concerned over its failure to reach the industrial war worker. An effort is now being made to actively recruit these new girls by contacting them in rooming and boarding houses. Contacts with workers through plant management officials has not been very effective.

"Play Night" has been the most successful method used in getting the young war workers interested in Y. W. C. A. activities. If it were possible to have these large group parties more often, it might be the means of drawing the girls into club groups and other activities. The gym is available for these "Play Nights" for workers only one Friday in two weeks. During that period of time many girls lose interest.

The Y. W. C. A. has not attempted any midnight parties for second shift workers. They believe that the U. S. O. is better equipped to carry out such a program. However, the Y. W. has a luncheon club for girls who work on the second shift.

Negro Y. W. C. A. (Mary Talbert Branch) The Negro branch was a former large private home converted into a Y. W. C. A. residential and activities center. It is attractively decorated and furnished, and well kept. They have a large room with hardwood floor that is used for dances, parties, and for big supper groups.

Their girls' clubs include quite a number of Boeing Aircraft workers--the only war plant which hires Negro women on production.

Cessna Aircraft Employees Club, located downtown in the Elk's Building, has the following facilities:

Large ball room with stage
Large lounge, attractively furnished
Pool room
Snack bar and kitchen
Club or class rooms (3)
Gym with showers, etc.
Bowling alley in the basement.

General activities scheduled:

1. Dances with orchestra twice per month [illegible]

1.30 to 4 a.m. 1st and 3rd shift workers - 8.00 p.m. to 11 p.m.

2. Bingo party - Sunday night
   Radio program - Sunday night

3. Informal dancing, bridge and other games every evening

The club is open from 9 a.m. to 3 a.m. except two nights a week when it is open until 4 a.m. Dues -- 50 cents per month. Paid hostesses are always on duty when club is open.

Beechcraft A.E.I. Center. (Art, education and industry) Only office girls and members of the Beech Guardettes are eligible for membership. The Guardettes are a military type of organization composed of factory girls, who are trained to drill and help in case of emergency.

Recreational Programs of Other Companies:

-

Boeing Aircraft Company has no club room facilities. They have an Employees Association with a recreational director. Their social program is planned primarily for family groups. - large parties in the City Forum or some other large public building which the company rents. Activities in which girls participate are :

Basketball, archery, bowling
Mixed chorus and band

Aero Parts Manufacturing Company has an active recreational program for women although they have no building. Bowling and basket-ball are the most popular sports at present.

Oklahoma City, Oklahoma - April, 1943.

U. S. O. - There are five or six U. S. O. Centers in Oklahoma City because of the heavy military load. Only one center, the U. S. O. - Y. W. C. A. has any activities for industrial girls. This program has been limited partly due to lack of space.

As yet the U.S.O. -Y.W.C.A. has no building and is operating from the Y.W.-C.A. All the soldier activities, mainly dances, are held in hotel ball rooms or at the air bases.

Once per week this U. S. O. has a luncheon meeting for the swing shift girls at Douglas and Oklahoma City Air Depot. An interesting program is planned which the girls seem to enjoy, and attendance is good.

The U. S. O. has access to the gym and swimming pool when the Y. W. classes are not using it but this does not work out very well. The U.S.O. -Y.W.C.A. Club expects to have a separate building before long.

Y.W.C.A. building is well equipped to take care of the needs of women workers. The cafeteria is attractively decorated in Spanish style and the food is good. The Y.W. in Oklahoma City serves as a community center- the O.C.D. offices are here and many local organizations have lunches and parties in this building.

Western

The basement has recently been remodeled into a recreation room called the "Corral." The walls are decorated with bright colored paintings of life - cowboys, steers and Indians. There are facilities for all kinds of games - ping pong tables, shuffle board, card games, etc. Soft drinks are available. The "Corral" is open for use of service men as well as girls.

Up to the present the Y.W.C.A. has not reached many of the Industrial girls, but a program is definitely planned for the future. They have no Industrial Secretary, but a member of their staff was formerly a State Supervisor of W.P.A. recreation, and she is going to take charge of the industrial program. The General Secretary of the Y.W. is much concerned over these girls and believes the Y.W. has a responsibility toward the women war workers.

Both the U.S.O. and Y.W.C.A. have some activities for the WAVES on Sunday when many of them are in the city. They live in barracks at the air base.

Tulsa, Oklahoma - April, 1943.

The U.S.O. has recently opened a club in Tulsa for Service men and women. There are quite a number of WAVES coming into Tulsa over the week end. This club will not meet the needs of the Industrial women workers.

Y.W.C.A. - The building is well equipped and has a good location, but, as yet, few of the women war workers have participated in the Y.W. activities. Tulsa had very few women industrial workers prior to the advent of the war plants, and, as a result, the Y. W. program has been primarily for white collar workers and household employees. The Y.W.C.A. has trained a great many Indian girls for household employment.

During the depression, for a period of eleven years, the Y.W.C.A. rented their building to the University Club. In April 1942, the Y.W. returned to their original home, which has adequate facilities, I believe, to meet the needs of the industrial girls. Mrs. Mulhall, the General Secretary, is much concerned over their failure to reach war-workers and is anxious to do anything to make the program successful. Inasmuch as none of the staff is familiar with industrial girls, it seems necessary (to me) to employ a trained Industrial Secretary. Mrs. Mulhall requested the Women's Bureau to make that recommendation to the National Board of the Y.W.C.A.

The Douglas Aircraft Company is interested in a strong Industrial program at the Y.W. They realize that this type of service will indirectly help them. The Welfare Department and women counselors are willing to are willing to give all possible aid to the program.

Negro Y.W.C.A. - Located in a dwelling house in the Negro section. It has few facilities because of its size, but the Secretary is developing a good program, and I believe will be able to help bring about better attitudes among the Negro women workers, as well as to provide some wholesome recreation for them.

The individual plants have recreational programs which have catered primarily to male employees. Probably more consideration will be given to women's activities in the future. Douglas girls participate in the soft ball, archery, tennis, ice and roller skating, and, of course, dances. Second shift workers have dances from 1:30 to 4:30 A. M. and movies are open Friday nights for the benefit of the second shift workers.

Pryor, Oklahoma - March, 1943.

There are two recreational directors - a man and a woman. The Director of Women's Activities is Miss Nancy Radcliff.

The recreation hall for the Oklahoma Ordnance Dormitories is quite large, with hardwood floor for dancing. Juke boxes provide music for informal dancing. Davenports and comfortable chairs are arranged along the walls.

Shuffle board is played here, but ping pong tables are in another room at the Post Exchange.

ACTIVITIES CALENDAR - Oklahoma Ordnance

Sunday, March 14 - Vespers Service - Women's Post Exchange - 2:00P.M.
Monday, March 15 - Council Meeting - Administration Bldg. - 7:00 P.M.
Square Dance Class - Women's Post Exchange - 8:00 P.M.
First Aid Class - Women's Rec. Bldg. 204 - 7:30 P. M.
Tuesday, March 16 -Red Cross Surgical Dressing Class - Afternoon and Evening
Administration Bldg. - Room 25.
Wednesday, March 17-Dormitory Party - Dorm 311 - Herb Pennington, Chairman,
Time: 8:00 P. M.
Thursday, March 18 -Red Cross Surgical Dressing Class - Afternoon and Evening
Administration Bldg., Room 25.
First Aid Class - Women's Rec. Bldg. 204 - 7:30 P.M.
Sunday, March 21 -Vespers Service - Women's Post Exchange - 2:00 P.M.

Other activities planned: Picnic suppers cook in out-door ovens; twelve ovens are now being constructed in the park along the river; horseback riding; boating; swimming.

Ogden, Utah April, 1943.

U.S.O. is trying to develop a program for women in the war plants. At present only group with a regular program is from the Quartermaster Depot Have found it difficult to interest women. Mormon Church provides centers for its members and new residents are so scattered that it has been hard to recruit women for programs other than dances. Depots have their own programs. U. S. O. has very well equipped club rooms for women in connection with general U. S. O. building in Ogden.

Salt Lake City, Utah - April 1943.

Mormon Church has extensive recreational facilities and programs for all its members in ward houses. Ward houses are located so that they are within walking distance for every section of the city. Some have most elaborate gymnasium equipment, swimming pools, etc.

U. S. O. and Y. W. C. A. have found it difficult to interest many women in any community recreation program because of the lack of interest on

the part of the Mormons and also because the large women employing companies, Utah Ordnance and Hitel-McCullough have their own programs. The latter use the facilities of one of the Mormon centers one night a week.

★ ★ ★ Recreation Bulletin ★ ★ ★

INFORMATION FOR COMMUNITY DEFENSE RECREATION COMMITTEES

Community War Library

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SIGNS OF THE TIME

To attract new workers, the Raytheon Manufacturing Company in Boston recently featured its recreation program in a large newspaper advertisement. This plant, which is devoted completely to war production, asked readers to consider the advantages of working at "Raytheon," and cited its recreation facilities, lunch period programs, glee club, dramatic club, orchestra and athletic activities.

YOUR LIFE TOMORROW

America tomorrow must produce the implements of peace as never before. To do this effectively, it will need a new standard of recreation for all the nation. There must be a new kind of play--organized to provide every citizen with the special type of off-hour fun he enjoys most.

If plans now on the drawing boards mature, every city, large and small, will have a completely equipped "leisure center." Large areas will be set aside in beautiful districts and provided with buildings of glass and steel, presenting every known facility for exercise and fun.

There will be nurseries and sand beaches for young children, with trained personnel to supervise games and constructive activities like carpentry and painting. For young and active adults there will be swimming pools, tennis courts, golf courses and athletic fields; gymnasiums, bowling alleys and all forms of indoor sports. And for those who only want to relax, there will be lawns and terraces, sundecks, restaurants, beer halls with orchestras, theaters and reading rooms. A central hall will provide movies and informative lectures.

The leisure center will integrate all the scattered forms of recreation so hard to get in a big city. It will be municipally owned and completely democratic--an important meeting place for old and young, rich and poor alike. Its success will be assured as soon as all the people can be educated to the value of the systematic play.

Excerpted from an article by
David O. Woodbury in Collier's,
October 23, 1943

GOOD RECREATION AIDS PRODUCTION

Eitel McCullough of San Bruno, Calif., which claims to be the number one company in the U. S. for production per man and cost per item of electronics, employs a full-time recreation director to promote and coordinate activities for its 1,500 workers, 80 percent of whom are women.

A council of nine members, elected by the employees, guides the recreation programs. The director helps in working out details. In addition to a wide range of athletic activities, the program includes dances, picnics, parties, and fishing trips. Income from dispensing machines, amounting to nearly $15,000 last year, defrays the cost.

Three nights a week and on Saturday afternoons, the high school gymnasium is turned over to plant employees for swimming, volleyball, basketball and badminton programs. The school's physical education instructor is employed to supervise activities. Plant teams play in city leagues.

Recently, a women's chorus was organized, and a music instructor was hired to coach the singers and help develop programs. Music is also a backdrop for the workday. Recordings are played over an amplifying system throughout the plant, during the lunch periods and at the fifteen minute breaks. Another feature of of the plant's program is a weekly newspaper, written by the workers.

To round out its activities, the plant has a services division which helps employees locate housing, get medical attention, and offers individual counselling. It also employs a specialist to help workers fill out income tax forms.

FELLOWSHIP CLUB

Across the street from its plant in Kokomo, Indiana, in what was formerly their administration building, the Reliance Manufacturing Company has developed an excellent recreation center for its workers.

Known as the Fellowship Club, this two-story structure is the recreation center for the 400 women and 60 men employees of the plant. In addition to rooms for billiards, table tennis, reading and club meetings, a 30'x45' social room with a stage has been constructed for large group activities. Located in the basement are showers and a well-equipped cafeteria which is used in connection with recreation activities, as well as for regular meals.

The Club has become a community center, since it is used by lodges, churches, boy scouts and other groups. In turn, many of the plant activities are conducted in community facilities, such as the high school gymnasium, city parks and commercial bowling alleys.

Management and labor jointly operate the clubhouse. While it is furnished and maintained by the plant, workers take care of all program expenses and each participating group foots its own bill for incidental expenses. There are no dues. All leadership comes either from employees or management.

WAR WORKERS' DIRECTORIES

Twenty-five thousand directories for war workers, listing all leisure-time facilities and points of interest in Louisville, Kentucky, have been distributed by the Recreation Division of the Defense Council.

City owned, private and commercial amusement places are described and there is a handy index of all recreation classifications on the back cover.

A large, loose-leaf map is supplied by the local transit company on which

parks, playground areas and important buildings are shown prominently.

* * * * *

The San Diego, Calif., division of Consolidated Vultee Aircraft Corps prints an employees' activities schedule, which is posted throughout the plant and in neighborhoods where the workers live.

LABOR-MANAGEMENT COMMITTEE PROMOTES RECREATION

Out of a suggestion of the labor-management committee of the Porter Cable Machinery Corp. of Syracuse, New York, came an employees' association to promote recreation among its workers. Of the 340 employed at the plant, 256 are now members. Trustees of the association include labor and plant representatives.

The company turned over an activities building at a low rental and advanced the association $7,000 for renovations, the installation of four bowling alleys, a cafeteria and other equipment. Money to repay the loan is being realized from membership fees of 50 cents a month, charges for the use of facilities, and special fund-raising events.

WORKERS' OLYMPIAD

"Pick your partner and start training for the Marin Shipyard Olympiad!"

Hundreds of workers from Sausalito, California, shipyard responded to make this athletic program planned by the recreation director, an unusual success.

The preliminary events were arranged in two contests held during the lunch period on each shift for five consecutive weeks. They included:

1) Climbing a 20-ft. high rope.
2) Climbing a 20-ft. cargo net.
3) Driving two 10-penny nails into a log.
4) Carrying on shoulder a 100-lb. sack of sand up and down 10 steps.
5) Sawing through a 12-in. log with a double-handled crosscut saw.

Rules of the contest were:

1) Two men comprise a team. Number of team unlimited.
2) Each team entered must compete in and complete each of the five events.
3) The lowest clocked time recorded for a team determines the winners.
4) Every event must be completed by each team.
5) No changes in a team for any reason permitted.
6) Both members of team must complete each event.

MUSIC AIDS PRODUCTION

Musical programs, largely selected and given by workers at the Botany Worsted Mills, Passaic, New Jersey, and piped from the company's own broadcasting studio to all parts of the plant through 500 loudspeakers, are proving an effective aid to production.

PLANTS PLAN PROGRAMS JOINTLY

Plants in Waterbury, Conn., have organized an Industrial Recreation Federation to promote community-wide programs for their workers. Among the activities are baseball leagues for men and women. Games are played Saturday evenings and Sundays at the YMCA. School gyms are used for practice; teams pay $1 an evening for janitorial service. There is a weekly swingshift dance from 10 p.m. to 2 a.m. Admission is charged and profits go to the Federation to help develop new activities.

QUESTIONS AND ANSWERS

Three out of every five workers want to participate in recreation activities after they have punched their time cards. This fact was revealed by a survey conducted in two Chicago areas by the Industrial and Commercial Committee of the Chicago Recreation Commission.

In South Chicago, center of the city's war production, the newly organized War Recreation Committee used 25,000 questionnaires in planning leisure-time programs for war workers. The questionnaires were prepared and distributed through local AF of L and CIO union groups. The information gathered was made available to public and private recreation agencies as a basis for gearing their activities to wartime needs. Union representatives took responsibility for passing out and collecting the forms in the various plants.

The questionnaire, to which no signature was required, posed three questions -- what activities workers would like, where they would like them and whether they prefer programs before or after work.

Of the 5,000 returns which have already been received, about a third of which came from night-shift workers, preferences rank as follows: (1) bowling, (2) swimming, (3) social dancing, (4) showers, (5) roller skating, (6) softball or baseball, (7) singing, (8) volleyball, (9) arts and crafts, (10) square dancing, (11) basketball.

A large number of women voted for showers, and one of the survey analysts observed that some of the women undoubtedly meant wedding showers or showers for an expected new arrival.

Recreation programs near home had a slight edge over activities near the plant. About ten percent indicated a desire for facilities both close to where they lived and where they worked. On this page is shown a facsimile of the questionnaire form used.

QUESTIONNAIRE

JUST FOR FUN - - -
AND FOR PHYSICAL FITNESS AND MORALE

I live near_____

_____
(Street intersection)

In my spare time, I like best to engage in the following activity:

_____Men's Activities
_____Women's Activities
_____Swimming
_____Showers
_____Softball or Baseball
_____Volleyball
_____Basketball
_____Bowling
_____Roller Skating
_____Social Dancing
_____Square Dancing
_____Singing
_____Arts and Crafts

_____(other)

_____(other)

I like to have this recreation:

_____Near my home

_____Near my work

I like to have this recreation:

_____Before I go to work

_____After I finish work

I work from_____to_____

NO SIGNATURE NECESSARY

Office of Defense Health & Welfare Services
Washington D.C.

March 1943

CHILDREN'S BUREAU
MAR 6 1943
DEPARTMENT OF LABOR

RECREATION PROGRAMS FOR WAR WORKERS COMING OFF 11 O'CLOCK SHIFT

Schenectady, New York

The newly appointed Commercial Recreation Subcommittee of the Schenectady War Recreation Committee had a series of meetings with commercial recreation operators and decided upon the following weekly schedule of 12 midnight to 4:00 a.m. activities for second shifters:

(1) Bowling -- The Woodlawn Bowling Alleys will be open 24 hours daily. There are 24 alleys available.

(2) Roller Skating -- A downtown roller skating rink has consented to open one Saturday night each month. It will open every Saturday night if it is possible to obtain competent employees.

(3) Movies -- Proctor's, the largest movie house in Schenectady with a seating capacity of 3,500, will have a Thursday night showing.

(4) Dancing -- There will be dancing every Friday evening at a downtown dance hall which enjoys a good reputation in the community.

Mr. Vottis, the Recreation Director for the CIO, is developing a nightly program for second shifters. The first amateur hour and entertainment for second shifters in the CIO Building will take place this week.
(From report of Julian Rosner, Field Recreation Representative, FSA, 12/28/42)

Buffalo, New York

As a result of the recommendation of the commercial recreation subcommittee, which is an organic part of the Buffalo War Recreation Committee, operators of commercial recreational programs have adopted the following schedule for second-shift workers at 2:00 a.m.:

(a) Wednesday morning - bowling and roller skating.
(b) Thursday morning - movies in large theatre central part of town.
(c) Friday morning - bowling
(d) Saturday morning - dancing in large central dance hall.
(e) On September 10, Shea's Buffalo Theatre opened, and the management announced an attendance of 831.
(f) On September 9, the Scott Skating Rink opened, and announced an attendance of over 200, which they claimed was double the attendance at their regular sessions.
(g) Commercial dancing has likewise reported a good attendance.

Publicity for this program has utilized the following media:

(a) Commercial advertising.
(b) Radio program in the form of a round-table discussion by workers of recreational interests for second-shift workers.
(c) Publicity in the plants through the various bulletins and periodicals.
(d) The union newspapers.

Buffalo, New York (Cont'd)

The matter of women in industry has been discussed with great thoroughness with Miss Edith Sawyer of the YWCA in Buffalo, and she advises that within a very short time the YWCA will open two of its branches one night a week at 2:00 a.m. for industrial workers. It will also develop a Sunday afternoon program for the group.
(From report of Julian Rosner, Field Recreation Representative, FSA, 9/25/42)

Newton Falls, Ohio

A "dawn patrol" recreation program is conducted from 12:00 midnight to 3:00 a.m. for men and women workers of the Ravenna Ordnance Plant at Newton Falls, Ohio, building. Darts, table tennis, dancing, reading and refreshments are all included in this enjoyable and unique program.

Indianapolis, Indiana

Just how much the war worker on the swing shift wants recreation immediately following his "working day" is being demonstrated by the success of the Owl Club conducted every Thursday night at the Central YWCA. Your representative attended this activity which begins at 11:00 P.M. and ends at 4:00 A.M. and his conviction that simple, self-participating recreation is enjoyed by the average worker was further strengthened by the spirit of enthusiasm and fun that permeated the entire affair.

This was the fourth session of the Owl Club. Evidently, publicity was well handled in the form of posters in the plants and cards distributed by the guards at the gates, because the crowd seeking admission the first night could not be accommodated. Five hundred has been the limit, but six hundred and fifty managed to crowd in the opening night and at least one hundred and fifty others were turned away. The three succeeding sessions have had capacity attendance. An admission charge of twenty-five cents is made and this revenue takes care of music, heat, light, janitor, etc. Admission is by badge only.

The group included persons of all ages. Most of the younger ones took advantage of mixed swimming, dancing, and table tennis, while the older folks played cards, checkers, and other table games, or enjoyed the music and dancing. All jointed in community singing and in watching the floor show put on by local radio entertainers, assisted by "home talent" from the workers themselves. Refreshments, including sandwiches, coffee, soft drinks, cake, pie, and ice cream, were available at the cafeteria.

Supervision is taken care of by staff members of the YMCA and YWCA, assisted by volunteers from among the guests. Behavior in general has been excellent. Although liquor was in evidence on the first night, this practice has decreased as the workers discovered that they could have a good time without the aid of alcoholic stimulation and that it was not that kind of a party anyway.
(From report of R. A. Hoyer, Field Recreation Representative, FSA, 2/16/43)

Hartford, Connecticut - January 1943 Report

YMCA.--Special midnight gym classes are conducted twice a week from 12:30 to 2:30 a.m. for the odd-shift workers, and special social programs including dances, speakers, smokers, cards, games, etc., are planned at these hours and until later for this group of young men and women.

YWCA.--Morning swimming and gymnastics offered to early morning shift workers, but response thus far small. Weekly Swing Shift dances and parties (in cooperation with YMCA) drawing about 250 people.

Hartford USO Club.--Morning Merrymakers Club - Girls on the 12 to 7:00a.m. shift meet at the club for breakfast and have a bowling club.

Ogden, Utah - January 14, 1943

Commercial Recreation Facilities:

Egyptian Theater.--The following special midnight shows are conducted for the war workers in this theater: Tuesday evening at midnight, Hill Field Jamborree; Thursday evening, Swing Shift Show at 12:30a.m., Free Dutch Lunch; Friday midnight, Gay Nineties Quartermaster Depot show, Free cider and doughnuts; Saturday midnight continuation show.

Ogden Theater.-- Midnight show every Wednesday and Saturday.

Orpheum Theater.--Midnight show on Saturday nights.

Akron, Ohio - February 1, 1943

YMCA.--This organization sponsors a program for industrial workers called "Fun When You're Done." Each week the facilities are open to non-members at fifty cents each, from 11:p.m. to 3:00 a. m. with an average attendance of 75. There is an Aircraft Night on the third Thursday of each month from 11:00 p.m. to 3:00 a. m. Non-members are charged 30 cents per person and all facilities are available except bowling. Average attendance, 650.

Quincy, Massachusetts - January 23, 1943

Commercial.--One theater opened for a program from 12:30 a. m. to 3:00 a. m. Saturday morning for men finishing work at 11:00 p.m. Friday night.

Elkton, Maryland - February 1943

USO.--On Wednesday at 12:45 p.m. there is a special bowling program for girls on the 4 to 12 shift. There are on an average of 10 to

Elkton, Maryland (Cont'd)
15 girls in the group. On Thursday at 8:15 a. m. a breakfast for the 12 to 8 shift girls is held in the USO building every other week. An average of 85 girls has participated in these breakfasts. On Friday at 12:30 noon a waffle supper is held for the girls on the 4 to 12 shift. About 100 girls attend this activity.

Kenmore, New York - Bulletin November 1942

YWCA.-- The Second Shift Workers Club makes the YWCA its central meeting place. The YWCA, along with some commercial facilities, is made available until 2:a. m.

Parsons, Kansas - Bulletin November 1942

USO CENTER.--A "Thursday Night" young people's party/get-together for midnight shift workers from the Ordinance Plant, games and dances are on the list of functions.

Oakland, California - Bulletin November 1942

Bowling for swing-shift workers starts at 12:45 a.m.

Bridgeport, Connecticut - Bulletin November 1942

Swing-shift workers here have had the use of a building for after-work jamborees with YMCA supervision. A snack bar, as well as a kitchen where girls and mixed groups can prepare their own food, is available. It is necessary to make reservations to use the kitchen. All facilities are available until 3:00 a. m.

Sidney, New York - Pierce - July 6, 1942

Tri-weekly 5:45 a.m. movies on Tuesdays, Thursdays, and Saturdays in the only moving picture in Sidney, have proven increasingly popular with night-shift employees each week since their inauguration several weeks ago. The Scintilla Magneto Plant (only local defense industry) operated on two long shifts with the night shift coming off at 5:00 a.m. Following the example of the moving picture theatre, a roller skating rink is experimenting with a three-hour session at 5:45 a.m. each Wednesday morning.

Rome, New York - Jay M. VerLee, November 25, 1941

YMCA.--Dawn Patrol Bowling (1:30a.m. - 5:00 a. m.) [illegible]ur nights each week for second shift workers. New (9:00 a. m. to 11:00 a. m. and 2:00 p. m. to 4:00 p. m.) bowling, basketball, and showers programs have been started for Air Depot night shift engineers and construction workers.

☆ ☆ ☆ Recreation Bulletin ☆ ☆ ☆

INFORMATION FOR COMMUNITY DEFENSE RECREATION COMMITTEES

Published by the Division of Recreation, Federal Security Agency,
Social Security Building, Washington 25, D. C.

Issue No. 73 September 1, 1943

"You know, one works better when one has a chance to enjoy a little leisure now and then," is what Prime Minister Churchill said to the First Lady at one of the "time-outs" from conferring with the President at Hyde Park. That's right, we think, and equally true at all levels--from the diplomat to the ditch digger, from the General to the jeep driver, from the executive to the errand boy, from the Colonel's Lady to Judy O'Grady. Whether we call it leisure, recreation, spare time or fun, we all have to have it; otherwise, in yesterday's slang, "we build up for the big letdown" in all sorts of ways, from dullness to delinquency. The better opportunities we provide for recreation, the better leadership we give it, the better results we get. That goes for all of us.

Mark A. McCloskey

IN THIS ISSUE

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VOLUNTEERS IN HOUSING PROJECT

Name the activity you want organized and the game or art you want to learn, and there will be a volunteer specialist on hand at Ogden Meadows to make your wish a reality.

This public housing project in Vancouver, Washington has recruited from their tenants a corps capable of doing anything from whipping together an orchestra to teaching Culbertson. One welder from Kaiser's shipyard trains choruses; another organizes basketball teams. A shipwright not only gets together horseshoe teams, but builds the pits himself. Several women workers from the shipyard, assisted by a school teacher, are developing a Little Theatre group.

An electrician will help you repair your radio and show you how to get better reception. Stimulating the organization of a chess club and improving the games of members, is a job another worker has staked out. Even pinochle has its specialist, and a club for its devotees has been set up.

The printed bulletin issued weekly for tenants of Ogden Meadows in announcing these services says, "Bouquets for these folks." We say ditto!

SWING SHIFT
PROGRAM

Entertainment-hungry, second-shift war workers in St. Paul, Minnesota are coming in droves to weekly dances and "Sport Nites" arranged by the local YMCA and YWCA. The first dance, held in a "Y" gym accommodating only 400, drew a paid attendance of 600, and subsequent affairs had to be transferred to the Municipal Auditorium. Dances are more popular with swing-shift workers, and there are about two of these events to each gym party.

"Sport Nites" feature swimming, basketball, volley ball, and badminton.

Based on his experience with these events since the first of the year, Mr. Logan Mundt, YMCA physical director, points out that the following facilities are needed for successful programs:

1. A good-sized dance floor with lots of comfortable chairs and tables around the edge for loafing and smoking.

2. A comfortable lounge with soft lights, plenty of soft chairs, davenports, magazines, tables, and ash trays.

3. Facilities for serving soft drinks, and, if possible, coffee and light lunch such as hamburgers, potato chips, etc.

4. Adequate checking facilities.

5. Adequate rest room facilities.

6. A couple of game rooms for playing cards, checkers, darts, table tennis and small games.

THE MARINE ROOM

A recreation center in Wooster, Ohio, used by naval cadets on Saturdays and Sundays, is turned over to teen-agers on other nights of the week. Decorated with ships and nautical scenes, it is called the "Marine Room."

High school students may join the club by payment of $1 a month dues. The remainder of the $200 a month budget - which goes toward rent, salary of a woman manager and maintenance - is defrayed by individual contributions and revenue from the snack bar and fountain.

THEATER COLLECTION
FINANCES CENTER

The Hollywood, California Guild has taken over a former Night Club and converted it into a Recreation Center for service men. The center is staffed by approximately 200 volunteers and is financed entirely by voluntary contributions. It requires between $6,000 and $7,000 a month to provide supplies and services.

About $3,000 of the total comes from the patrons of the Earl Carroll Theatre where each night, after an announcement from the stage, girls pass collection boxes. The remainder of the funds comes largely from people in the motion picture industry, but there are many other contributors of small amounts of a few dollars monthly.

Sleeping accommodations are furnished free each night of the week for as many as 600 service men. Food is provided and served by volunteers. When sleeping quarters are overcrowded, the overflow is taken to various homes in and about Hollywood.

COMMUNITY SERVICES
IN DORMITORIES

A beauty parlor and a barber shop are among the facilities that make living pleasant for tenants in the dormitories of the Oak Ordnance Plant in Illiopolis, Illinois.

For hours of relaxation, there is a large recreation room with games, piano, juke box and ample space for parties. Outdoors, workers have the use of baseball diamonds, horseshoe pits and tennis courts. A full-time director is in charge.

Among the successful programs are the softball leagues for men and women, hobby clubs and amateur shows. Golf lessons and tournaments are popular. Dances are held monthly in the nearby town of Decatur and continue until 4 a.m. to accommodate night-shift workers. The plant employee band and orchestra furnish music for this and other affairs.

A club for employees has been organized, with dues from members covering the cost of parties, dances and shows it arranges. Families may attend as "associate members."

WAR WORKERS JAMBOREE

A picnic, dance and floor show held in the city park of La Junta, Colorado, featured the first organized hospitality program for the 900 civilian personnel employed at the local air base.

The refreshment and amusement concessions were operated by the base's employees' association, profits from which will be used for future recreation programs. Expenses for an orchestra, sound equipment and decorations were borne by the community through its War Recreation Committee, which sponsored the celebration.

"BETTER HALF" CLUB FOR SERVICEMEN'S WIVES

When the large numbers of wives of enlisted men at Scott Field threatened to become a problem, the servicemen's center in nearby Belleville, Illinois organized them into a volunteer corps called the "Better Half" club. They serve as hostesses, information clerks, do stenographic work and cater a Sunday night buffet supper for close to 1,000 men.

Once each week the wives have their own luncheon meeting. Sometimes speakers are invited. A plot of ground in back of the center was turned over to the group and they plant and care for an attractive garden. A weekly mimeographed bulletin called "The Cat's Meow" is published by the club.

DIME A WEEK MAINTAINS CENTER

Regularly, once a month, the homes of Egg Harbor, New Jersey are canvassed by a crew of 30 collectors for a ten-cent-a-week donation to maintain the newly opened Servicemen's Hospitality Center. During the first month's operation 1,500 naval personnel were accommodated by these and other contributions.

The center is completely a local operation. All groups in the city took part in the planning, helped in establishing it, volunteer in running it. A different organization is responsible for the canteen each night and provides the snacks.

"WAR SHOWS" FOR WAR WORKERS

Through the shower curtain of the plant's wash room came a rich baritone, singing "America, United, Is Marching Along!" Little did the singer realize that he was providing the inspiration for a hundred and more of his fellow war workers to engage in a new recreation program. From that moment on, music became a part of the activities at the Massena New York Works, Aluminum Company of America, under the sponsorship of its Labor-Management Committee.

This Committee had already put on War Shows, consisting of motion pictures of battle scenes and production front scenes. By adding some live talent to the shows the committee felt that more interest would be created and added numbers would attend. Two engineers and several other workers who had been appointed to a "music committee" to look into the possibilities of a plant band, were convinced that a male quartet and a small pick-up orchestra, added to the next show production, would stir up interest.

It was found that the young man who had sung in the shower also played a trumpet. One of the mill members of the committee had two friends in a dance band; playing piano and drums, who would help. The secretary of the committee was a violinist and had done some conducting and offered to drill the group for the next show. As a result, a "male quartet" and an orchestra of eight pieces was organized. Within a month the orchestra had grown to fifteen pieces, meeting for rehearsals weekly, and fifteen vocalists had joined to start a small chorus. The number now participating includes thirty in a concert orchestra, fifty-five in the chorus, a double octette of male voices and a theatrical group of some twenty members. In addition, sixteen members are training in square dances and have their own square dance orchestra.

The various groups work together under a five-member committee made up of members of both labor and management, and subject to the General Committee of Labor-Management. Rehearsals are held in a former testing laboratory. Workers stop in as they go off shift.

Now, War Shows (complete to the painted scenery done by an artist in the plant), - original stage plays, costumed chorus and concert numbers - are staged monthly in the Town Hall Auditorium, playing over weekends in order that members of the several shifts of war workers may attend. To give performances to workers living in outlying towns, War Shows now travel distances of as much as forty miles.

APPRECIATION REWARDS
COMMUNITY SERVICE

Private Bill Oxendine took a picture postcard from the rack on the desk. It showed a photograph of the servicemen's center in Biloxi, Mississippi. Printed on the card was this: "The site was given by the city and the Federal Government constructed the building. Some of its features are: an auditorium seating 3,000, lounge, basketball court, library, music room, dark room, club rooms, showers, dressing rooms."

Bill had visited many soldier centers since he joined the service. But as he read these impressive statistics, his mind wandered... He remembered pleasantly his stay in Americus, Georgia, the center there, the director, Mrs. Brinson. Remembering, he sat down and wrote to her as follows:

"Don't let this building make you jealous for it isn't the building that makes soldiers happy, it's the caliber of the ladies in that building and from what I've seen I'll take you and yours seven days a week. I'm truly glad I know such a true friend of soldiers as you. Here's wishing you luck in every undertaking.

Love, "Bill"

Letters of appreciation like this are rewards in themselves to center directors and communities which strain every effort to meet the needs of the boys. Here's another example:

"I'm a soldier, a long way from a swell home and a swell wife. I'm with the Air Forces stationed near a small town where recreation facilities are limited and a fellow gets darned lonesome at times. That's why I'm writing this and if you'll stick around a while I'll tell you a few things.

"It was Sunday morning and I had arisen early and gone into town to get a 'civilian' breakfast ... That was when I saw the Community House sign. I had heard a lot about the Community House, but being a natural skeptic I tho't it was a lot of hooey! Anyway I thought, what had I to lose! So I went in, and I was surprised! ... Music, singing, books, cards, instruments and a lot of things we soldiers miss. But do you know what I noticed most ... a grey-haired woman, a lot like my mother, stopped, smiled and asked me if I needed anything. ... Young girls to dance with and talk to. Girls who don't care who or what you were. You're a soldier serving your country and that's good enough for them ..."

PFC Louis R. Moissant

RECREATION – 1944

DIVISION OF
PRESS INTELLIGENCE
O.W.I.
1194 - Soc. Sec. Bldg.

PH.

SY. L

Post (ID)
Boston, Mass.

DATE
P. JUN 4 1944

Women War Workers Need Exercise

Monotony More Than Anything Else Breaking Down Morale, Claims Physical Expert, Baroness Posse

BY FRANK G. JASON

The strain on American women war workers is beginning to show.

Some swing shifters are at a point where fatigue and lack of social life has got them down.

Many are complaining of backaches from constant and monotonous manipulation of machines. Long hours of standing or sitting improperly has tied their back muscles into knots.

The novelty of their job has worn off and a great number are beginning to realize their folly of sacrificing health for a fat pay envelope.

These are but a few revelations made by Baroness Rose Posse, famed physical educator who was in Boston last week and was honored by the school which she and her husband originated here. From now on the Posse School of Physical Education will bear the name of Baroness Rose Posse School.

"There is no reason in the world why women workers in defense plants cannot carry on as well as men," said Baroness Posse. "The difficulty lies in the lack of proper exercise."

Lopsided Monotony

Baroness Posse cited the case of one girl employed at a local plant who is but one of hundreds practically on the brink of a nervous breakdown.

"This poor girl," said the Baroness, "has been working on the swing shift for 18 months, sometimes eight, 10 and 12 hours per day and sometimes seven days a week. Right now she is a physical wreck. She can't sleep in the daytime. Her work isn't strenuous, it's the monotony of it that has her down.

"She sits on a high stool pulling a lever hour after hour. She's using the muscles of that arm constantly and the result is she's lopsided. She has developed a condition she can hardly explain to plant physicians. She has no pain. Her heart isn't in her work. If her production record were scanned there would be a noticeable decline in her output.

"There's really nothing physically wrong with this girl. She has simply tired of her nocturnal employment and the more she thinks about it the worse she gets. Simple exercise for the rest of her body would compensate for the overworked muscles in her arm and back. She has tried a dozen times to be transferred to the day side but company officials unwisely have refused. Now she's going to lie about her condition.

Physical Adjustments

"She is going to tell them that she has developed a stomach ailment or anything else she can think of to get off the night shift. The upshot of this girl's predicament is that she really should be transferred to day work. If she isn't the time will soon come when she will be forced to take a long vacation to get back to her normal self."

Many American women war workers are beginning to suffer from back-aches, due to constant and monotonous manipulation of machines.

According to the Baroness, it has taken employers a long time to realize the value of physical education among their employees but now they are appealing more and more to physical educators to come to their rescue.

Miss Lucy Marshall, president of the Posse school has been called in by a number of Boston employers and now treats or recommends exercises for as many as 90 persons per week.

"The main complaint of feminine factory workers," said Baroness Posse, "is backaches. This is generally caused by remaining in an uncomfortable working position for hours at a stretch. Stools or chairs of improper height may cause this or possibly the height of a machine isn't suitable to the height of the operator. These things, though simple as they seem, may and do cause any amount of physical ailments. A person can drive himself for just so long under these conditions but it eventually catches up with him and results in a long layoff."

Learned to Walk

When backaches occur the first treatment suggested by the noted physical educator, is rest. The length of the rest period depends on the seriousness of the case. After rest simple exercises follow and the two which are recommended as most beneficial are swimming and archery.

"There's nothing better than swimming," said the Baroness, "to get muscles back in shape. Almost any stroke may be used but the back and side stroke does more to help an ailing back.

"Non-swimmers may take to archery, and don't let anyone tell you that archery is a sissy sport. If you think so try shooting a quiver of arrows with a 35-pound bow. You'll know you've had a workout.

"Shooting with bow and arrow brings every muscle of the back into play which eventually gives the non-used muscles chance to do the work they were intended for."

Baroness Posse revealed that 75 per cent of complaints of women war workers were of aching backs. If she were to compile a list of ailments it would read, backs, backs, backs and feet.

"Probably the best thing that could have happened to girl workers is that of changing from high heeled shoes to those of the low variety. More sensible shoes are being manufactured for women than ever before. It is a rarity these days to see feminine defense workers traipsing around in high heels.

"In the beginning, when girls were transferring from office work to factory work, the sudden change in shoe styles caused some grief to the wearer. Many of the girls always rode in elevators or escalators and merely had to walk a short distance to reach their office. When they left work they were more than often picked up at the door and driven home. Girls were beginning to forget how to walk, and, too, it was no pleasure walking any distance in high heels.

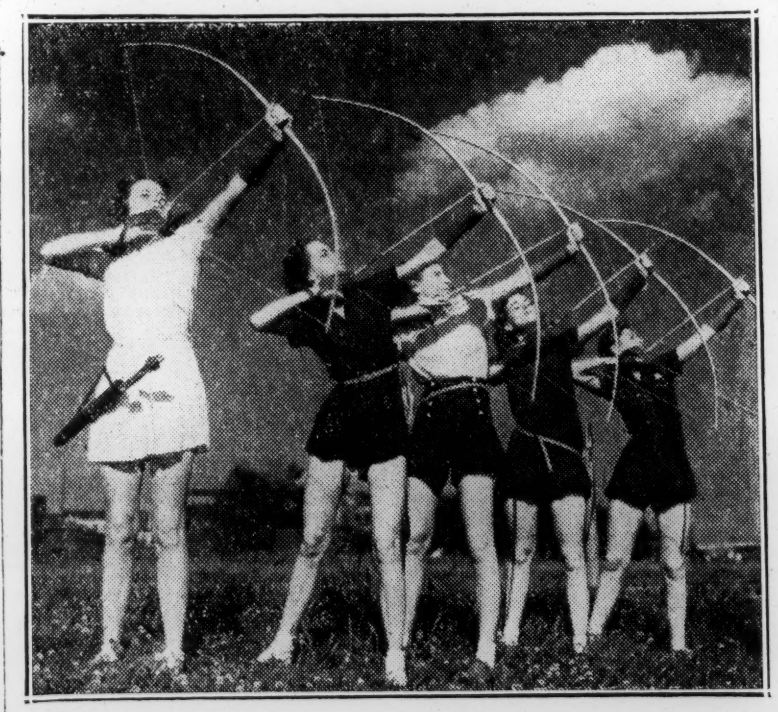
"Now, however, while working in vast plants they are required to do a great amount of walking or long hours of standing at machines. It didn't take them long to get wise to the way of foot ease. After a month or two in comfortable low heeled shoes sore feet and legs were practically unheard of. Only few cases of aching feet now appear and these are generally remedied by changing the style of the shoes."

Startled the World

Baroness Posse startled the world a few years ago when she came forth with a blistering attack against corsets. She was anticorset from the time she first entered the Posse school of gymnastice which her husband founded in Boston. The Baroness, by the way, met Baron Posse on a boat returning from Europe. He was on his way to open a school here and she enrolled as one of his first pupils, and was graduated with the first graduating class. They were married and she returned to Radcliffe for postgraduate work and while there her husband died. She returned to Posse school and continued the work the Baron started, and eventually under her supervision and guidance the school rose to national fame.

At the age of 83, Baroness Posse is still anticorset. She believes that girls' bodies were not intended to be bound in whale bone and steel or rubber. That it was women's vanity alone that caused them to wear the binding apparel.

Women defense workers would find relaxation in other forms of back-strengthening exercise, swimming, for example.



Archery is one of the best methods of building up a girl's back muscles. Brings them all into play. Seventy-five per cent of all war workers' troubles—sore backs.

"If a girl exercises properly," she said, "there is no necessity of corsets or girdles. After all girdles are merely something to hold up stockings. They don't help the body a single iota. Corsets rob the body of its natural freedom. Feminine defense workers who still insist on wearing them would find that they could do a better job if they threw them in the scrap pile. Possibly some of their ailing backs would be cured if they chucked them, thereby releasing the imprisoned muscles that have been crying for freedom and a chance to do their work."

Many girls in the early stages of the war who accepted night jobs because they paid more than day jobs are beginning to realize their folly.

According to the noted Baroness some of these girls now find that those few extra dollars she got for working nights and overtime are now going to pay doctors' bills.

"Transferring from daytime work to night work," she said, "is a serious thing when you consider the standpoint of health. One's entire life is changed. Many women who never get any sunshine are beginning to acquire the sallowness of miners who are holed up miles under the ground.

Life Becomes Boring

"Night work was a novelty for them at first but it wore off after they began to realize that they had no time for dates, couldn't go to dances, or for an automobile ride. Movies never seem the same when seen in the morning and life generally becomes very boring. The girl is in a rut and becomes discontented. She gets irritable, and then her nerves are shattered. After a while she finds she can't sleep days at all. When she's so upset she loses her desire for food and her condition becomes generally worse.

"I believe that girls on the swing shift should be rotated to day jobs every few months. They should never work more than eight hours a day and only five and a half days a week. They should be allowed to take that extra half day off during the middle of the week so that they could get out and reap some of the benefits mother nature so generously has bestowed upon us. All this, I believe would tend to better working conditions, increase production and better health among women war workers."

Baroness Posse is of the opinion that girls who are daughters of foreign-born parents are capable of doing as good work as men. They are strong. Some can even lift heavy pieces of material with the ease of men. "Brute strength," she says, "isn't important in modern day plants. Seldom is a person required to lift anything heavier than 25 pounds.

"But to lift 25 pound pieces all day long one must learn the proper lifting technique or else suffer the pains of backache. There is a proper technique and once a man or woman acquires it her burden is lessened. It all has to do with the use of proper muscles, muscles that were given to humans to use for specific jobs. Few people know their own strength because of their lack of knowledge about these muscles.

"I've seen spleeny men, and by the way, there are as many spleeny men as spleeny women, lifting cases all day long and never show signs of fatigue. And I have seen men, so called big and strong, doing the same job who are practically out on their feet at the close of the day. The secret lies, of course, in the proper use of muscles. Women can learn about them as easily as men and use them to the best advantage."

Portsmouth Industrial USO Clubs

Social and Recreation Program

USO

Winter 1944

CLUB FACILITIES
for
MEN and WOMEN

WEEKLY PROGRAM

MONDAY

9:30-11:30 a. m.	Navy Yard Bowling. (Kittery Alleys.)
2:30- 5:30 p. m	Navy Yard Bowling. (Kittery Alleys.)
3:00- 5:00 p. m.	Jr. High Basketball (YMCA).
5:00- 6:00 p. m	Sr. High Basketball (YMCA).
5:00- 7:00 p. m.	Badminton Instruction and Play for Women (YMCA).
6:00- 8:00 p. m.	Navy Yard Bowling. (Kittery Alleys.)
6:00-10:00 p. m.	Navy Yard Basketball (YMCA).
7:00- 8:30 p. m.	Spanish Class (YWCA).
7:45- 9:45 p. m.	Music Appreciation (Dr. Karl Geiringer, B. U.) (YMCA).

TUESDAY

9:30-11:00 a. m.	Physical Fitness and Judo Class (YMCA).
9:30-11:30 a. m.	Navy Yard Bowling. (Kittery Alleys.)
2:30- 9:00 p. m.	USO Women's Bowling League. (Recreation Alleys.)
2:30- 5:30 p. m.	Navy Yard Bowling. (Kittery Alleys.)
3:00- 4:45 p. m.	Sr. High Baskeball (YMCA).
5:15- 6:30 p. m.	Navy Yard Volley Ball (YMCA).
6:00-10:00 p. m.	Open Badminton (YMCA).
6:00-10:00 p. m.	Navy Yard Bowling. (Kittery Alleys.)
6:30- 8:00 p. m.	Physical Fitness and Judo Class (YMCA).
7:00- 9:00 p. m.	Current Labor Problems Course. (YMCA.)
8:15- 9:30 p. m.	Navy Yard Volley Ball (YMCA).

WEDNESDAY

9:30-11:00 a. m.	Navy Yard Basketball (YMCA).
9:30-11:30 a. m.	Navy Yard Bowling. (Kittery Alleys.)
2:00- 3:00 p. m.	High School Girls Basketball (YMCA).
2:30- 5:30 p. m.	Navy Yard Bowling. (Kittery Alleys.)
3:00- 5:00 p. m.	Jr. High Basketball (YMCA).
6:00- 7:00 p. m.	Open Badminton (YMCA).
6:00- 8:00 p. m.	Navy Yard Bowling. (Kittery Alleys.)
7:30-11:30 p. m.	Mid-Week Dance Party (Movie and Orchestra). (YMCA)

THURSDAY

9:30-11:00 a. m.	Physical Fitness and Judo Class (YMCA).
9:30-11:30 a. m.	Navy Yard Bowling. (Kittery Alleys.)
10:00-12:00 a. m.	USO Women's Bowling League. (Recreation Alleys.)
2:30- 5:30 p. m.	Navy Yard Bowling. (Kittery Alleys.)
3:30- 5:30 p. m.	Open House Weekly Tea (YWCA).
5:15- 6:30 p. m.	Navy Yard Volley Ball (YMCA).
6:00-10:00 p. m.	Navy Yard Bowling. (Kittery Alleys.)
6:00- 8:00 p. m.	Physical Fitness and Judo Class (YMCA).

WEEKLY PROGRAM

7:30-11:30 p. m.	Games Night—Contract Bridge (YMCA).
7:45-11:00 p. m.	Square and Folk Dancing (YMCA). (Miss Cynthiane Byrd.)
8:15- 9:30 p. m.	Navy Yard Volley Ball (YMCA).

FRIDAY

9:00-11:00 a. m.	Navy Yard Basketball (YMCA).
9:30-11:30 a. m.	Navy Yard Bowling. (Kittery Alleys.)
3:00- 6:00 p. m.	Sr. High Basketball (YMCA).
6:00- 8:00 p. m.	Navy Yard Bowling. (Kittery Alleys.)
7:00- 8:00 p. m.	Women's Physical Fitness Class (YMCA).
8:00- 9:00 p. m.	Women's Basketball Class (YMCA).
8:00-11:30 p. m.	Swing-Hi Club Dance (YMCA).

SATURDAY

Saturday Niters — (YMCA)

Jan. 22—Shop No. 06.	Mar. 4—Shop No. 11.
Feb. 5—Shop No. 31.	Mar. 11—Shop No. 61.
Feb. 12—Morley Company.	Mar. 18—Shop No. 04.
Feb. 19—Shop No. 51.	Mar. 25—Shop No. 02.

Feb. 26—FBI Speaker and Film. (Dancing afterwards.)

SUNDAY

PORTSMOUTH COMMUNITY OPEN FORUMS

Sunday, 3:15 P. M.
(North Church Parish House)
(Musical Program at 2:45)

Feb. 6	Dr. Kirtley Mather "Oil for the Lamps of Freedom."
Feb. 20	Dr. Scott Nearing "An Economic Basis for Democracy."
Mar. 5	Prof. Carl J. Friedrich "The New Belief in the Common Man."
Mar. 19	Rabbi Stephen S. Wise "Undercover—What?"
Apr. 2	Dr. Jerome Davis "Russia."

SPECIAL INTEREST GROUPS

CAMERA CLUB — 2nd Wed. of Month (8:00 p. m. YMCA)

SKI CLUB — 1st Tues. of Month

ROLLER SKATING PARTIES

ARMY WIVES CLUB (YWCA)

JR. HOSPITAL AIDES (YWCA)

HOSTESS GROUP (YWCA)

USO
INDUSTRIAL CLUB

143 Congress Street — YMCA — Tel. 1770-R

Serving the Community

LOUNGE INFORMATION READING ROOM
RADIO - VICTROLA GAMES ROOM
GYMNASIUM FACILITIES
WRITING ROOM

RICHARD BOND JOSEPH NOIA
DOROTHY FERRY, Secretary

USO CLUB FOR WOMEN
(Industrial - Military)

321 State Street — YWCA — Tel. 84

Open Daily from 9 A. M. to 11 P. M.

for

Women in Uniform Servicemen's Families
Women Workers Travelers
Newcomers

INFORMATION ROOMS REGISTRY
LOUNGE GAMES ROOM
RADIO - VICTROLA
LAUNDRY AND COOKING FACILITIES
REST ROOM

FRANCES BADGER GRACE HADLEY
MRS. ROBERT KING, Secretary

★ ★ ★ Recreation Bulletin ★ ★ ★

INFORMATION FOR COMMUNITY DEFENSE RECREATION COMMITTEES

Published by the Division of Recreation, Federal Security Agency,
Social Security Building, Washington 25, D. C.

Issue No. 80 February 10, 1944

RECREATION - AID TO PRODUCTION

In this issue we are reprinting most of an excellent article on plant recreation appearing in the January 15, 1944 issue of Modern Industry. The material should be helpful to management of small- and medium-size plants. In-plant recreation programs can be provided at little or no cost, as this study shows, but communities must supply facilities and some leadership. Plant-sponsored activities are important, but they are not a substitute for community programs. They can only supplement them.

--Sherwood Gates
Director, Division of Recreation

In studying recreation programs in scores of plants where great strides forward have been made, and in consulting recognized authorities, Modern Industry found almost unanimous agreement that recreation can be provided at little or no cost; that a sound recreation program requires only the will of a man or two in each plant and a little ingenuity.

GENERAL RULES FOR PROGRAMS

No textbook can tell any management precisely what recreation program to build up.

Some few sports are universal, but both sports and other activities will vary, depending upon climate and geographic location of plant, and upon sex, tradition, and national origin of employees.

COMPANY REPORTS SHOW LOW COST OF RECREATION: EMPLOYEES THEMSELVES FOOT MOST BILLS

Recreation costs Consolidated Vultee 3½¢ per man-hour

Activity	Active Participants	Cost per Man-Hour
Fishing Parties	405	——
Girls' Riding Club	20	——
Horseshoes	50	——
Drama	20	——
Gym Class	15	——
Bowling (Winter)	264	$.015
Bowling (Summer)	304	.015
Picnics	450	.03
Darts	85	.04
Dances	4,850	.06
Softball	273	.08
Basketball	54	.09
Golf	112	.21
Swimming	6	.37
Baseball	12	.64
Total	6,920	$.043

Activity	Passive Participants	Cost per Man-Hour
Employee Baseball Spectators	2800	——
Mutual Theater Tickets	1190	——
Icecapades Parties	867	——
Theater Parties	430	——
Employee Drama Spectators	452	——
CBS Radio Tickets	1500	——
Hollywood Bowl Tickets	212	——
Employee Basketball Spectators	300	——
Camera Club	12	——
Employee Softball Spectators	200	——
Camera Class	8	——
Noon-hour Entertainment	10,000	$.03
Employee Radio Show	15	.24
Total (Passive)	17,986	.005
Total (Active)	6,920	.043
Grand Total	24,906	$.035

How Beech spends recreation fees

Activity	Employee Dollar
Archery	1.6¢
Band	2.5
Baseball	17.9
Basketball	4.4
Bridge	0.4
Bowling	0.9
Boxing	0.5
Crafts	0.5
Entertainment, dances	26.0
Golf	2.6
Hockey	1.8
Salaries (Supervision)	20.0
Softball	6.9
Sick Benefits	2.6
Tennis	0.4
Office supplies	1.5
Beechboro (Housing project)	6.8
Miscellaneous	2.7
Total	100.0¢

That's why recreation takes the form of choral societies among workers of Welsh and Polish descent, jitterbug dances for youthful swing shifters in airplane plants, fish derbies for Puget Sound workers, and turkey shoots in Kansas.

But certain general rules can be laid down: over-all management of recreation program; appraisal of recreation facilities of plant and community; needs and wants of employees; organization structure based on employee leadership and financing, and promotion for fullest participation.

Management direction of a recreation program can be as extensive and expensive as management wishes to make it.

In many small plants, however, the recreation director is just a guy named Joe out in shipping who likes to play softball. Alert management sanctions the few minutes that Joe may take from work to tell the boys about Thursday night's game or to buy a bat and ball, and maybe later to get the team a price on uniforms.

The elements of a sound recreation program are present in just such a situation.

Let's say further recognition is extended to Joe by giving him a title and an hour a day, or a half day a week, for organizing recreation activities. Perhaps he's a young supervisor, freshly up from the ranks, and is close to both employees and management. Finally Joe becomes a member of the personnel department and gives all or a major part of his time to plant employee recreation.

The process is slow and evolutionary.

SOURCES OF LEADERSHIP

Available to management in limited number are men and women well trained in recreation: physical education and playground directors, social workers, and others having education or experience in organizing sports and other activities. But fully qualified industrial recreation directors are scarce.

Most readily available to management - particularly in the case of smaller plants - are the leadership and facilities in the community, such as those of public recreation departments, churches, community centers, public schools, YMCA, YWCA, YMHA, and USO.

Because persons from these sources usually lack any great knowledge of industry problems and of labor relations, it is essential that someone from the top management group - probably the personnel director - be nominally in charge, relying upon such outsiders for technical assistance.

To these are available refresher materials obtainable from the Division of Recreation, OCWS, Federal Security Agency, Washington 25, D. C.; Industrial Recreation Association, 1 North LaSalle Street, Chicago, and from National Recreation Association, 315 Fourth Avenue, New York 10, New York.

SPACE AND FACILITIES

Management should survey actual and potential recreation facilities - in the plant and immediate area.

The lunchroom or cafeteria is a good starting place. Unused lofts or warehouse space may be turned into recreation halls. Conference and office rooms used only during the day can house employee clubs at night. Outdoor parking lots and interplant areas can be used for sports.

A library in a steel mill - patronized by scores of workers - required only a five-shelf bookcase from the front office and several hundred volumes donated by the employees themselves.

Management can examine not only the immediate community but also the communities in which employees live, an important step because of gas rationing.

Empty stores and garages can be quickly converted into recreation centers or club rooms.

Cessna Aircraft Co., at Wichita, Kansas, converted three floors of a downtown office building into club rooms for its employees. RCA Manufacturing Co., at Camden, New Jersey, similarly converted an unused building.

SMALL PLANTS UNITE

In an increasing number of cases, small plants have clubbed together, sometimes under the auspices of local War Recreation Committees to convert old buildings into recreation centers serving employees of the participating companies.

Such joint participation can reduce supervision and facility costs. Besides, a sound program can thrive on inter-company competition.

But by far the greatest source of facilities is community organizations.

ATTITUDE OF LOCAL ESTABLISHMENTS

Local privately-owned recreation establishments, operated for profit, resent the encroachment of company-owned and operated facilities, except in areas where existing facilities are not adequate. Even the local nonprofit organizations are opposed to the erection and operation of company-owned competing facilities.

That makes for a neat problem in public relations.

Fortunately, for recreation's sake, community organizations prefer to extend the use of their facilities, at prices usually far below costs to management of installation of its own facilities, and to solicit industrial contributions.

USE OF EXISTING FACILITIES

Two other factors pointing to the wisdom of the fullest use of existing facilities are: (1) lack of materials for construction and inability to purchase new buildings or equipment, and (2) possible scrapping or sharp reduction of recreation programs in the event of any drastic postwar curtailment in employment.

Field Representatives of the Division of Recreation have paved the way for management to obtain the cooperation of local recreation agencies.

EMPLOYEE QUESTIONNAIRES

Meanwhile, management should study the needs and wants of its employees in the recreation field.

Any questioning of employees should be conducted early in the installation of a new recreation program and periodically under existing programs to adjust activities to meet changing employee tastes.

Returns from questionnaires soliciting employees to accept leadership in activities will help the recreation director to determine not only the number of persons interested, but also the employees who will take charge.

No questionnaire, however, will always reflect the needs of employees.

For example, employee polls seldom reflect any great interest in gardening. Yet victory gardens originating as an economic need provided countless hours of the best type of recreation for workers.

THE EMPLOYEES' PROGRAM

Managements agree that employees must feel that the program is theirs.

The workingman is traditionally distrustful of a recreation program unless he participates in its initiation and development. Paternalism is resented. And among members of organized labor unions, company recreation programs conducted under the aegis of athletic associations, employee clubs, and the like, are always suspected.

GETTING UNION COOPERATION

Suspicion has waned during the war period as employers have demonstrated that organizations for recreation purposes are completely divorced from matters of wages, hours, and working conditions. In many instances, plant labor unions have been fully informed of management plans in recreation, and union cooperation has been invited in advance of any public announcement.

When unions themselves have some recreation activities, management should avoid establishing competing programs.

A corollary of employee participation and leadership is employee financial support of the program.

Beech Aircraft Corporation of Wichita, Kansas, handles all its recreation activities through the Beechcraft Employees Club, to which members pay annual dues plus fees for certain activities. The personnel department exercises a loose control over the club, watches the monthly budget, and gives direction where needed.

At Beech, salaries of the club's administrative staff are paid by the club. Of the recreation dollar spent annually, approximately twenty cents goes into these salaries -- and twenty cents of the recreation dollar equals the amount of the company's annual subsidy to make up the club's deficit.

SAMPLING OF COSTS

On the basis of last year's participation, the Beech program costs thirty-three cents per participant -- or slightly less than seven cents per participant for the company.

Even more striking figures (see page 1) are produced by John Hales, program director of Vultairans, Inc., employees' organization of the Vultee Field Division of Consolidated Vultee Aircraft Corporation. His breakdown on costs is one of the most exact uncovered by Modern Industry.

There are innumerable activities like bowling, in which facilities are paid for by participants, that cost management little or nothing beyond supervision expenses. And there are fairly costly activities which must be subsidized as far as active participation goes, but which pay dividends in spectator enjoyment and pride in supporting a team.

INCLUDE THE SMALL GROUPS

A recreation program requires constant promotion, through plant house organs, through bulletins, and through personal solicitation.

After mass activities are launched, the needs and wants of smaller groups must be satisfied.

These include hobby and craft clubs and exhibitions, public forums, and educational activities.

In many plants the recreation department buys tickets for theater, concert, and sporting events for employees who, because of their shifts, just can't go downtown and stand in line at box offices.

Recreation is within the pocketbook of any management.

RECRUITMENT FOR WORKERS IN INDUSTRY & AGRICULTURE

Lubin--WMC 3406-7 PM-4629

WAR MANPOWER COMMISSION

ADVANCE RELEASE:
For Monday Morning Papers
July 17, 1944

Cleared and Issued
Through Facilities of the
Office of War Information

Any person who wants to volunteer for work in a foundry or forge shop can do so by going to the nearest Western Union office and telegraphing collect to the Foundry and Forge Division of the War Manpower Commission the following message: "I would like a forge or foundry job." He should also give his name, age, address and telephone number.

The local United States Employment Service will immediately communicate with the volunteering worker and will refer him to the appropriate job.

In announcing the plan for expediting the hiring of foundry and forge workers Paul V. McNutt, Chairman of the War Manpower Commission, said arrangements have been made with the Western Union Company. Its 48,000 local offices have been fully instructed in how to handle the messages.

The action is necessary, Mr. McNutt said, because of the immediate urgency of the situation.

"The manpower need in the foundry and forge industry is critical," he stated "We must have at least 20,000 additional workers this summer, 7,000 of whom are needed at once. Unless these demands are met in full and without delay, the production of vital components will lag dangerously, threatening the entire military program for heavy trucks, tanks, heavy artillery, landing craft, ships, planes and other types of mobile equipment."

The most urgent need for men, Mr. McNutt said, are in 300 key forge and foundry plants, most of which are located in Michigan, Ohio, Indiana, Wisconsin, Illinois, New York, Pennsylvania and Northern New England.

During the summer months, production in forges and foundries normally declines about 10 percent, Mr. McNutt said, but output this summer must be increased at least an additional 15 percent if critical military requirements are to be met.

"Most foundry jobs do not require special skills," said Mr. McNutt. "If you have had foundry experience, or if you are not employed at present in essential war production, this is your chance to contribute directly and fully to the war effort. This is your chance to get a real war job. Go to your local Western Union office now and apply for a job in a foundry."

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X-31863

ADVANCE RELEASE ADVANCE RELEASE

Waldron-WMC-3406-7 PM-4624

WAR MANPOWER COMMISSION

ADVANCE RELEASE:
For Monday Morning Papers
July 10, 1944

Cleared and Issued
Through Facilities of the
Office of War Information

Paul V. McNutt, Chairman of the War Manpower Commission, in a radio address Sunday afternoon over the Mutual network, launched a recruiting campaign for 20,000 "strong men, men of muscle, and men of heart," who are needed, he said, in the foundries and the forge shops of the country.

"The War Manpower Commission," said the WMC Chairman, "is asking for at least 20,000 men this summer for at least 90 days. We are asking these men to pledge that they will stay in the forge shops and foundries for 90 days.

"We must hammer out the castings and forgings, not next fall or next winter, but this summer--now!" he said.

In his appeal for volunteers, the WMC chairman said the men are needed in more than 300 plants to turn out forgings and castings for cylinder blocks and heads for engines for ships, planes, tanks, landing craft and heavy trucks. He said the foundry centers are "in desperate need of strong men who realize that victory can be won only by hard work on the home front as well as by courage on the beachheads."

Men are needed in plants and these industrial centers, Mr. McNutt said: Buffalo, Boston, Chicago, Cleveland, Pittsburgh, Detroit, Milwaukee, Philadelphia, Muskegon, Indianapolis and many others.

He concluded the broadcast with an appeal for volunteers to go to WMC's United States Employment Service office to "enlist on the production front."

END OF ADVANCE RELEASE: FOR MONDAY MORNING Papers, July 10, 1944.

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X-31633

ADVANCE RELEASE ---------- ADVANCE RELEASE,

McFall -- WMC 3406-7 PM-4622

WAR MANPOWER COMMISSION

ADVANCE RELEASE:
For Wednesday Afternoon Papers
July 5, 1944

Cleared and Issued
Through Facilities of the
Office of War Information

Between 15,000 and 20,000 men with the muscular equipment of football players are needed urgently in the nation's foundries and forge shops, Paul V. McNutt, Chairman of the War Manpower Commission, said today. He has sent instructions to regional directors of WMC to begin immediately the recruitment of the men these establishments must have to produce castings and forgings used in practically every piece of mechanized war equipment.

"While much of the work in a foundry is done in sweltering heat," Mr. McNutt said, "it isn't as bad as that found by our fighting forces in some of the Pacific islands. Work done in a foundry is tough, but the men who crawled up on the beach-heads of France are doing a still tougher job. If our fightinf men are going to get all the planes and the tanks and trucks and guns they need, more men must be found for the foundries and forge shops."

These shops have been given top priority ratings for employment, Mr. McNutt said. Under the priority referral system, which became effective July 1, the U.S. Employment Service will channel to these industries all available applicants for jobs who have had experience in such work or who believe they can do such work.

"But this drive for foundry and forge workers will not be limited to attempts to get men who are looking for work to go into the plants," Mr. McNutt said. "We intend to scour the communities in which these plants are located in our search for these urgently needed men. We can't afford to take men from other essential industries where they are now contributing importantly to the war effort but we can urge workers in non-essential activities to transfer to the foundries and forges. This we shall do."

Mr. McNutt's call for foundry and forge workers, he explained, grows out of a joint program agreed upon by WMC and the War Production Board to bring about an increase in production necessary to meet war requirements.

As an indication of the importance of the foundry and forge industries to the war production program, Mr. McNutt listed, from the hundreds of essential parts that go into war equipment, the following: cylinder blocks, cylinder heads, crank shafts, rocker arms, cam shafts, cylinder liners, fly wheels, housings, and axles,

The importance of forgings and castings, Mr. McNutt pointed out, is indicated by the fact that while they represent only one per cent of the total U.S. war production dollars they are used in products which represent more than 50 per cent of the country's entire war output.

(over)

The WMC chairman said that 85 per cent of the material going into a tank originates in foundries or forge shops, that delivery of heavy trucks is now being delayed by lack of foundry products and that other vital war production depends upon the speed with which forgings and castings can be produced. It is now necessary to increase the output of certain ferrous foundries by 10 per cent to meet war requirements. This increase, according to Mr. McNutt, must be obtained in spite of the usual seasonal decline of approximately 15 per cent in foundry employment and higher absenteeism during the summer months.

The recruitment campaign will be nationwide, but the chief efforts, it is expected, will be in communities where the foundry and forge industries are centered. There, WMC believes, will be found men who have had experience in foundry and forge shops or who have an idea of the nature of the work.

Men identified with the industries have indicated to WMC officials that the scarcity of male workers today is due not so much to dissatisfaction with current wages or the character of the work as to the fact that many men found work in industries other than foundries during 1940 and 1941. It was not until 1942, WMC said, that the forge and foundry industries began to have a top place in the war effort.

Mr. McNutt pointed out that few competent men are likely to be found in communities far removed from the seats of the industry. Regardless of how strong these men are, or how willing they are to undertake unaccustomed work in the foundries, men brought from fields where the work is not related to that found in the castings establishments rarely make good, experience has shown. For this reason, Chairman McNutt said, the drive for recruits will be concentrated in those communities where there is a general knowledge of the work and where the value of the foundry and forge shop business is appreciated.

Most of the plants for which recruiting will be done are in the Great Lakes States, in New England, New York, Pennsylvania and New Jersey.

The plants for which men are needed most urgently and for which the utmost effort will be made to find workers number approximately 300. These are the plants certified under the Selective Foundry and Forge Shop Program. This program was started by WMC nine months ago to deal with manpower and production programs. WPB Selective Service and other Government agencies concerned are cooperating in this program.

Under this plan, the Army, Navy and the Maritime Commission furnish WMC with a list of plants whose production is most vital to the effort. These plants are then surveyed jointly by WMC utilization consultants and WPB production specialists. Provided management meets certain criteria, the plants are certified for special assistance. In such cases, they are given priority in the referral of workers, special consideration by Selective Service of requests for occupational deferment and permission to bring in workers from outside the area if this is needed.

The plants also are given assistance in obtaining wage adjustments through the War Labor Board where such action is necessary, preferential treatment in obtaining equipment for plant betterment, help by the Office of Price Administration in expediting the handling of applications for price adjustment provided such price adjustments are necessary and technical advice in improving labor productivity.

X-31422

The National Forge and Foundry Committee is composed of the following members:

W. B. Murphy, Deputy Vice Chairman for Production, WPB.)
) Cochairmen
Vernon A. McGee, Deputy Executive Director, WMC.)

Clinton S. Golden, Vice Chairman, WMC; Vice Chairman for Manpower Requirements, WPB.

George F. Hocker, chief of the Forging and Casting Branch, Steel Division, WPB.

Brig. Gen. F. M. Hopkins, chief of the Resources Division, AC/AS, MM&D, Headquarters, Army Air Forces

Joseph D. Keenan, Vice Chairman, Office of Labor Production, WPB.

Rear Admiral Claud A. Jones, Assistant Chief in Charge of Production, Office of Procurement and Material, Navy Department.

Allen D. MacLean, director of the Production Division, United States Maritime Commission

Brig. Gen. H. C. Minton, director of the Production Division, Army Service Forces

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END OF ADVANCE RELEASE: For WEDNESDAY AFTERNOON Papers, July 5, 1944.

ADVANCE RELEASE ---------- ADVANCE RELEASE

McFall -- WMC 3406-7 PM-4622

WAR MANPOWER COMMISSION

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The National Forge and Foundry Committee is composed of the following members:

W. B. Murphy, Deputy Vice Chairman for Production, WPB.
Vernon A. McGee, Deputy Executive Director, WMC. — Cochairmen

Clinton S. Golden, Vice Chairman, WMC; Vice Chairman for Manpower Requirements, WPB.

George F. Hocker, chief of the Forging and Casting Branch, Steel Division, WPB.

Brig. Gen. F. M. Hopkins, chief of the Resources Division, AC/AS, MM&D, Headquarters, Army Air Forces

Joseph D. Keenan, Vice Chairman, Office of Labor Production, WPB.

Rear Admiral Claud A. Jones, Assistant Chief in Charge of Production, Office of Procurement and Material, Navy Department.

Allen D. MacLean, director of the Production Division, United States Maritime Commission

Brig. Gen. H. C. Minton, director of the Production Division, Army Service Forces

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END OF ADVANCE RELEASE: For WEDNESDAY AFTERNOON Papers, July 5, 1944.

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Waldron - WMC 3406-7 PM-4610

WAR MANPOWER COMMISSION

ADVANCE RELEASE:
For Friday Afternoon Papers
June 23, 1944

Cleared and Issued
Through Facilities of the
Office of War Information

Paul V. McNutt, Chairman of the War Manpower Commission, today announced conditions under which WMC will recruit workers for essential industries for migration from one section of the country to another under priority referral beginning July 1, when all hiring of male workers through the United States Employment Service, or its designated agencies, including employers and union hiring halls, becomes effective.

Transfer of workers from area to area or from region to region will be effected only after certain requirements affecting manpower have been complied with, Mr. McNutt said. Before inter-regional recruitment of workers for a specific employer can be undertaken, the WMC regional director originating an order for recruitment outside his own region must certify to WMC headquarters in Washington that ten conditions have been met or will be met.

The ten conditions, announced by the WMC chairman, are:

1. That the employer (for whom inter-regional recruitment is requested) is making full utilization of his present labor force.

2. That all local sources of labor supply have been exhausted.

3. That the need for workers is hindering, or in the near future will hinder, war production.

4. That the number of persons requested by the employer represents that employer's actual needs.

5. The employer's specifications represent the minimum specifications for performance of the job and the range of wage rates he will pay.

6. The employer will follow a positive recruitment itinerary arranged by USES, and the employer will subscribe to advertising at recruiting points, if necessary, sending his representative to make hiring commitments, or delegating hiring authority to USES.

7. If medical examinations are required, they will be given at the employer's expense at points of recruitment or at the location of the job, and, in case of the latter, the employer will provide return transportation in case of rejection of a worker.

(over)

8. The employer agrees to provide transportation for the workers, either through outright payment or by advance to be repaid from subsequent earnings, from the point of recruitment to the location of the job in all cases where this is considered necessary to the successful recruitment of workers.

9. In the event of non-acceptance of the worker upon arrival, without just cause for such non-acceptance on the part of the employer, the employer will provide return transportation for the worker.

10. That housing facilities will be available for the worker upon his arrival at the location of the job.

Employers' orders received in Washington, Mr. McNutt said, will be further "screened" in order to verify the fact that lack of sufficient manpower is retarding essential war production, and to determine that the production cannot be obtained from other sources where labor supply is available and adequate. Furthermore, the employer's order for recruiting outside the originating region must be assigned a manpower priority by the national manpower priority committee established by administrative order.

When an employer's request for inter-regional transfer of workers has been approved in Washington, the employer's order is transmitted to a region or regions where recruitment of workers to fill the order is likely to prove productive of results, Mr. McNutt said. The regional director supervising the recruiting notifies the employer where to send hiring representatives, he said.

Itineraries of employers' hiring representatives will be arranged by USES exclusively in order to insure an equitable distribution of manpower in each region, he added.

"Considering the national character of the labor recruitment problem, it is believed that most effective national accomplishments will result if the designation of areas for recruitment is handled by one agency on the basis of the current labor market data, current knowledge or other essential manpower requirements, and recruitment activity already in progress," said the WMC chairman.

Mr. McNutt said that employers who wish to avail themselves of the recruitment facilities of WMC should make their actual needs known to the nearest local office of USES, placing an actual order indicating job specifications and all conditions of employment.

If, after a reasonable length of time, the local USES office cannot recruit the required number of workers locally, a campaign of labor recruitment throughout the area can be undertaken. If this campaign is unsuccessful and if the employer's needs warrant recruitment outside the area, the area director may refer the order to the State WMC director, who will arrange more intensive recruitment within the State or refer the order to the regional WMC director. If the latter believes recruitment within the region would be unsuccessful and if the employer agrees to recruitment outside the region, the order is transferred to WMC headquarters in Washington.

Mr. McNutt said WMC will make every effort to so conduct the priority referral program so as to cause the least inconvenience or confusion in a local community or to workers.

END OF ADVANCE RELEASE: For FRIDAY AFTERNOON Papers, June 23, 1944.

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WAR MANPOWER COMMISSION PM-4554

ADVANCE RELEASE:
For Friday Afternoon Papers,
April 14, 1944

Cleared and Issued
Through Facilities of the
Office of War Information

Two thousand unskilled workers will be recruited in Puerto Rico within the next two months for railroad maintenance work in the United States, the War Manpower Commission announced today.

The recruiting campaign was opened last week by Winston Riley, Jr., Director of the United States Employment Service for Puerto Rico. Railroad representatives will go to Puerto Rico to select workers from applications in the San Juan office of the USES.

This will be the first large group of unskilled laborers imported from Puerto Rico to aid in solving continental manpower problems. Last year about 1,030 Puerto Ricans came to the States but the majority were skilled workmen.

Each worker hired will sign a contract the provisions of which have been approved by Manuel A. Perez, Commissioner of Labor for Puerto Rico. Main provisions of the contract are:

(1) Laborers, including "strawbosses" and cooks, will be paid 66 cents per hour with overtime at a rate of 99 cents per hour for hours worked in excess of eight hours a day and forty hours a week;

(2) Properly heated housing facilities will be provided free of charge by the employer;

(3) The cost of food to the worker will be $1.30 per day;

(4) The normal work day will be eight hours and the scheduled work week will be six days except legal holidays;

(5) Workers will be guaranteed a total of not less than 1,000 hours of work during the six months period of the contract, which may be renewed or extended upon mutual agreement;

(6) The cost of transportation from Puerto Rico to the place of employment will be advanced by the employer;

(7) The cost of water transportation from Puerto Rico to the port of entry on the Mainland ($50) will be deducted by the employer from the gross earnings of the worker at the rate of ten per cent each pay period;

(8) The employer will pay the return transportation of the worker from the place of employment to Puerto Rico provided the worker fulfills contract provisions;

(9) Twenty-five per cent of the gross earnings of the worker will be deducted each pay period by the employer for distribution by the Insular Department of Labor to his dependents in Puerto Rico;

(10) With the exception of "strawbosses," workers will not be required to understand or speak English; and

(11) Union membership will not be required of the workers, although they may become members of the Brotherhood of Maintenance of Way Employees if they so desire.

END OF ADVANCE RELEASE: For FRIDAY AFTERNOON Papers, April 14, 1944

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A D V A N C E R E L E A S E ----- A D V A N C E R E L E A S E

Collins - WMC - 3336-7 Pm-4537

WAR MANPOWER COMMISSION

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ADVANCE RELEASE:
For SUNDAY Papers,
March 19, 1944

Cleared and Issued
Through Facilities of the
Office of War Information

A joint policy designed to coordinate efforts to recruit women for the Armed Forces and for essential civilian activities has been formulated by the War Manpower Commission, the Navy Department, the War Department, and the Office of War Information, Chairman Paul V. McNutt of the WMC announced today.

A statement signed by the heads of the four agencies concerned contains the following provisions:

1. The War Manpower Commission will recognize service in the women's branches of the Armed Services as an essential activity, necessary to the effective prosecution of the war.

2. The Armed Services will recognize the terminology in the list of essential activities designated in General Order No. 11 of the War Manpower Commission as the definitions of the essential activities named in the decision of the Director, Office of War Mobilization, August 12, 1943.

3. Recruiting programs, both national and local, conducted by the Armed Services will not single out women employed in an essential activity and shall, whenever practicable, state clearly that women employed in essential activities at their maximum skills are not wanted.

4. The War Manpower Commission, through the United States Employment Service, will refer to the Armed Services any individual worker in an essential activity listed by the Director, Office of War Mobilization, in the decision of August 12, 1943, who is not employed at her maximum skill, or who is not in an essential occupation, or who can be replaced by other available workers. Such referral will be made by the United States Employment Service, irrespective of whether the employer issues a statement of availability or release to the individual.

5. The Armed Services will not enlist a woman who within 60 days of her application for enlistment is engaged or has been employed in essential activity listed in the decision of the Director, Office of War Mobilization, unless such woman secures a statement of availability from her employer or the United States Employment Service or is referred to the Armed Services by the United States Employment Service in accordance with the preceding paragraph 4.

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6. The Armed Forces Recruiting Services will urge all women who fail to qualify for enlistment or who do not enlist to apply at the United States Employment Service, and the United States Employment Service will direct eligible women to the Armed Forces Recruiting Stations on the same basis now used in directing them to essential war jobs.

7. The Armed Services will cooperate in a national educational womanpower campaign, "Women in the War," to emphasize the need for women in more useful jobs. The Armed Services will continue national educational campaigns in connection with recruiting women within the facilities available and will coordinate such plans with the War Manpower Commission and the Office of War Information.

8. Before inaugurating intensive local recruiting campaigns in critical labor areas, Group I and Group II, or confirming arrangements for such campaigns, the recruiting services will discuss the plans with the War Manpower Commission Area Director, or in his absence, with the local United States Employment Service representative. The object of this discussion will be to agree mutually upon the best timing of the campaign and to avoid conflict in so far as possible between such campaigns and previously scheduled intensive campaigns to recruit women for essential civilian industry.

The essential activities referred to in items 2, 4 and 5 of the foregoing follow, with the conversion into the terminology of the WMC "List and Index of Essential Activities" in parentheses after each:

1. Production and design of aircraft, including air frames, engines and equipment. (Group No. I Production of Aircraft and Parts.)

2. Shipbuilding, including technical equipment. (Group No. 2 Production of Ships, Boats and Parts.)

3. Production of Ordnance and Accessories.

4. Production and design of Signal Corps equipment. (Group No. 28. Production of Communication equipment, when items specified are manufactured for the Signal Corps.)

5. Technical research on war projects. (Includes the technical research activities embraced within Group No. 35, Technical, Scientific and Management Services.)

6. Teaching of technical subjects involved in training for armed services and war projects. (Includes those activities embraced within Group No. 33, Educational Services, which are directly related to training services for the armed services and war projects.)

7. Agriculture. (Group No. 5, Agricultural Services and Commercial Fishing.)

8. Wire and radio communications. (Includes the following activities in Group No. 29, Communication Services; Radio Broadcasting, Radio Communications--Radio-Telephone and radio-telegraph; cable service, land or submarine, and telegraph, telephone and television.)

The WMC's recently revised "List and Index of Essential Activities" may be obtained from the Government Printing Office for 10 cents.

END OF ADVANCE RELEASE: For SUNDAY Papers, March 19, 1944.

A D V A N C E R E L E A S E --- --- A D V A N C E R E L E A S E

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WAR MANPOWER COMMISSION

ADVANCE RELEASE:
For Sunday Papers
March 5, 1944

Cleared and Issued
Through Facilities of the
Office of War Information

Henry E. Treide, War Manpower Commission director for Region IV, today announced initiation of a region-wide campaign to persuade 300,000 men and women in the District of Columbia, Maryland, Virginia, West Virginia, and North Carolina to leave communities where they now reside and take war jobs in other communities within the region where they can make a greater contribution to winning the war.

Mr. Treide's announcement was made in connection with the release for publication of a report outlining regional manpower activities over the past year and setting forth the major steps that must be taken to provide war employers, war services and food processing industries with needed labor.

War supply and facility contracts aggregating upwards of $8,000,000,000 have been let in Region IV since the war began.

"To get the war production job assigned this region completed on schedule, it will be necessary for hundreds of thousands of persons to move into acute labor shortage areas where war plants are engaged on contracts of vital importance to this year's big offensives abroad," Mr. Treide said. "About 60,000 will represent transfers by the United States Employment Service workers from one State to another to fill specific job orders placed by war plants. The balance will represent movements of workers from one community to another.

"Recruitment campaigns on a scale never before attempted in this region have been initiated and are now being advanced aggresively in each State to fill the gaps caused by intensified demands for manpower by the armed forces, labor turnover, and the need to increase the net size of the war labor force. The objective is to bring the need for additional war workers to the attention of every person not now engaged actively in an activity which is aiding in the production of planes and ships and guns and war or food supplies or in maintenance of the essential civilian services necessary to prosecution of the war."

Mr. Treide estimated that not less than 100,000 persons throughout the region now engaged in less essential work will have to move to war activities. Special efforts, he said, are being made and will be continued to influence women in acute labor shortage communities to take war jobs. He added that war industries and activities can use an additional 150,000 women this year.

The Region IV report, edited by Wirt A. Gill, chief of the Program and Analysis Division, was based upon separate annual reports from each of the States in the region, supplemented by labor demand reports from essential establishments employing more than 1,200,000 workers. The report included results

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of the first nine months' operations of employment stabilization programs in the region. It pointed out that:

1. A threatened disruption of war production in certain key areas in the region was averted last year through increased recruiting activity on the part of the local United States Employment Service offices and the development of employment stabilization programs through the cooperative action of War Manpower Commission officials and Management-labor committees at regional and State levels.

2. Major war supply and facility contracts let in the region through December, 1943, aggregated $8,293,548,000. These were divided as follows: Maryland, $4,310,927,000; Virginia, $1,966,019,000; North Carolina, $1,250,985,000; West Virginia, $661,166,000; and the District of Columbia, $104,451,000.

3. Under the influence of war demands, the regional non-agricultural labor force has been increased since 1940 by 800,000 persons to above 3,500,000.

4. Of twenty-five areas recently cited by the National Industrial Conference, as areas where exceptionally large increases in population had occurred because of war industry, three are located in Region IV. The three with population increases caused by war include the District of Columbia Metropolitan Area, including four adjoining counties in Maryland and Virginia, with an increase of 261,715; Hampton Roads, Va., with an increase of 135,802; and Baltimore, Md., with an increase of 119,868.

5. Between 1940 and April, 1943, the population of the District of Columbia increased by 181,000, Maryland by 158,000 and Virginia by 159,000. Over the same period the population of North Carolina dropped by 158,000 and that of West Virginia by 159,000.

6. Employment stabilization programs aided in reducing unnecessary labor turnover and in directing scarce labor to areas where it was most needed. At the end of 1943, the labor turnover rate for essential industries reporting to the War Manpower Commission was the lowest for any period since late in 1941.

7. Between May 17 and December 31, 1943, an aggregate of 1,323,862 persons inquired at local offices regarding job shifts through the use of statements of availability. Of this number, statements were granted 631,000. Statements denied totaled 68,285. About 600,000 failed to ask for statements after discussing the matter of a change with employment office officials.

8. The 130 local employment offices in the region placed 748,691 workers in jobs during 1943, an increase of 23 per cent over the previous year. Included in the total were 159,966 placements of agricultural workers, many of whom were made as a result of agreements made with the Extension Service of the Department of Agriculture.

A review of manpower activities since the war emergency began emphasized the importance of migratory movements of labor in war production and food processing employment. Wide shifts in the working population in 1941 and 1942 made possible the staffing of war plants in areas where huge war contracts were concentrated. From 1940 through 1943 more than 1,000,000 workers moved between States or between communities to engage in war production. These voluntary movements of labor to take war jobs began to slow down in 1943 and recruitment efforts were intensified to maintain the flow of workers into war centers at needed rates.

"By late 1943 outmigration of workers from war centers in many instances approached and sometimes surpassed inmigration," Mr. Treide said. "This rising rate of outmigration sharply intensified the labor problems of cities like Baltimore and acute labor shortage areas such as Hamption Roads.

"Over the past two months steps have been taken to meet this new labor pinch. The recruitment of workers in acute shortage areas has been speeded up and renewed efforts are being made to recruit workers and send them to war contract centers. In addition, management-labor committees have developed programs calling for stricter controls over hiring practices by employers and the movement of labor from one job to another.

"Through these programs, as they become effective, the stream of new workers will be increased to war plants and the direction of these workers to plants where they are most needed will be improved. Whether outmigration of war workers from acute shortage areas can be reduced substantially is yet to be seen. Unless such movement of migrant workers back to home communities can be stemmed, war plants will experience increasing difficulty in maintaining adequate personnel.

"The War Manpower Commission and management and labor in this region face the toughest kind of a manpower assignment. The war job assigned this region has been increased. The drain on its trained males due to the necessary demand of Selective Service are increasing. The sources from which manpower has been derived in past years are drying up. The new labor entering war plants is greener and less experienced. Optimism regarding a quick ending of the war has had an unsettling effect upon the migrant labor force upon which war plants in acute shortage areas depend for the help that cannot be obtained locally.

"Coming months will challenge the best efforts and ingenuity of manpower officials, management and labor in war industry and recruiting personnel as well as the patriotism of those now working in war activities and of those in less essential activities or outside the labor force whose hands and brains are needed in war production. I am confident this challenge can be met if we face our problems frankly, act promptly and evince willingness to make the necessary sacrifices.

"Because of labor turnover, the need for increasing the net size of the labor force, and the need for supplying replacements for men and women entering the armed forces, it will be necessary for the 130 United States Employment Service offices in this region to place 965,000 persons in war jobs this year.

"Any man or woman who wants to get into the war effort and help build the ships, guns and planes for ultimate victory should contact the employment office nearest to his or her home. There is room on the war assembly lines for every person who wants to make his efforts count the most."

END OF ADVANCE RELEASE: For SUNDAY Papers, March 5, 1944.

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Price--WMC 3442 PM-4522

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WAR MANPOWER COMMISSION

For Immediate Release
Wednesday, February 16, 1944

Cleared and Issued
Through Facilities of the
Office of War Information

Women's clubs and organizations today were asked by the National Women's Advisory Committee of the War Manpower Commission to aid in recruiting women in all the areas of employment in which they are now needed. WMC estimates that by July 1 the nation's working force of women will reach the record total of 18,700,000 or 900,000 more than were employed in July, 1943.

Pointing out that women's corps of the various armed services are falling far short of their enlistment quotas, and that many thousands of women also are needed in areas of labor shortage, the Advisory Committee meeting in Washington today urged women's organizations to undertake the recruitment job as a major war effort.

Miss Margaret Hickey, committee chairman, in making the request, advised the women's organizations to gear their efforts to the employment needs and patterns of the WMC areas through the nation. Each organization taking part in the recruitment effort will be urged to tie its program to that of the local office of the WMC's United States Employment Service. This will avoid duplication of effort as the USES knows when and where women are needed and had full knowledge of the types of employment that are open, the chairman said.

"All planning and operation of these campaigns should be done in cooperation with the local offices of USES," Miss Hickey said.

"This can be done most effectively by establishing overall community womanpower committees, composed of women experienced in employment fields and having knowledge of community problems which affect employment. These committees can perform a vital war service by conducting educationl programs which will bring into the labor market women who lack confidence in themselves, who are unwilling to do the jobs for which they are most needed or who simply fail to understand that in many communities there is great need for their service.

"Many women in labor shortage areas are confused because they hear that women are being displaced from war production in some other areas where labor is more plentiful. Completion of contracts and other causes are causing partial displacement of women workers in some areas and in some lines of employment. This may mean the need for woman labor will decrease in some areas, but the need for such help will continue to increase in the nation as a whole.

"It is unfortunate that women are not always available where they are most needed. In areas where war production is centered and in which labor shortages naturally exist, community facilities such as housing, transportation, medical and child care are so overburdened as to make it undesirable to bring in more new workers.

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"These local womanpower committees, working in close cooperation with government agencies, can do much to encourage many women in such communities to make up their minds that they must enter the local labor market. If local women go to work in areas of labor shortage they will make it unnecessary to import more help and thus add to the problem of overcrowded communities," Miss Hickey added.

The Women's Advisory Committee has just released to national organizations of women a pamphlet, "The Wartime Responsibility of Women's Organizations." It sets forth the need for forming community committees of women, especially in areas of labor shortage and special employment problems.

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New York Times
January 13, 1944

WOMEN IN DRAFT AGES ESTIMATED AT 34,000,000

Washington, Jan. 12 - The Census Bureau estimated today that women in the United States from age 18 through 49, the portion covered by the Austin-Wadsworth National War Service Bill now number 34,000,000

Of this number 18,000,000 are mothers with one or more children under 18, and would thus be exempted. The remaining 16,000,000 women do not have children under 18, and if the bill became law, would, with a few exceptions be registered for work in war industries or the armed services.

The Census Bureau also estimated that there are 13,000,000 women in the 18 through 49 age bracket who already are employed, but no figures are available as to how many of these working women have children and who therefore would be classified as exempt from draft. In the 1940 census, about 1,500,000 women with children under 18 were reported employed.

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ADVANCE RELEASE

IM-4149

OFFICE OF WAR INFORMATION
WAR MANPOWER COMMISSION

For Immediate Release
Friday, November 20, 1942

Every city and cross-roads town in the country will be combed for skilled men and women who are needed on war jobs, Paul V. McNutt, Chairman of the War Manpower Commission, said today. Representatives of the U. S. Employment Service have been instructed to make every effort to persuade such workers to shift from their peace-time jobs to work in war production plants.

This drive does not reflect a general shortage of labor, Mr. McNutt explained, but it does mean that in many occupations serious scarcities have developed. He said that industry is now finding it almost impossible to find certain types of skilled men such as tool designers, die makers, marine machinists and loftsmen.

Acute labor shortages have developed in 166 out of 528 selected skilled and semi-skilled occupations, be added. This is reflected, Mr. McNutt said, in calls for workers made by employers of 50 persons of more in 17,500 selected business establishments engaged principally in war work or related activities.

To locate the skilled, but out-of-the-war workers, representatives of the 1,500 local offices of the United States Employment Service are canvassing business establishments not engaged in war production, checking information from the occupational questionnairs, and asking the cooperation of officials of business and labor groups. In some instances, the Service has used local advertisements to find workers for jobs in war plants.

"But these activities should not be taken to mean," Mr. McNutt said, "that the employment service is raiding local war industries. On the contrary, it is taking care that skilled workers now employed on war work are not encouraged to leave their present jobs. The Service is looking for men whose top skills are not being employed in war work in the community, but which are badly needed by war plants somewhere else. Workers who learn that men with their skills and experience are needed in some other city should not join in a rush for the new jobs without first consulting the local office of the U. S. Employment Service. It is this office that knows where these jobs are and just how many there are."

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United States Employment Service
for Michigan
15020 Woodward Avenue
Detroit, Michigan

FIRST REPORT ON THE DETROIT DRIVE FOR VOLUNTARY REGISTRATION OF WOMEN FOR WAR WORK

This report has been prepared for consideration by the committee of management, labor and government representatives who participated in developing the basic plans for Detroit's registration drive to obtain women for war work. On the basis of more than 260,000 registrations received by September 1, the report describes the labor reservoir which has been developed through the registration drive, and outlines future problems in the utilization of local labor supply. The attached statement is divided into five sections:

I. AVAILABILITY OF WOMEN WORKERS AS INDICATED BY RETURNS FROM THE DETROIT RECRUITMENT DRIVE.....Page 1

II. CURRENT DATA ON WAR LABOR NEEDS AND LABOR SUPPLY IN THE WAYNE COUNTY AREA.....Page 3

III. PRESENT AND FUTURE PROBLEMS RESULTING FROM UTILIZATION OF NON-LOCAL WORKERS.....Page 6

IV. ANTICIPATED HIRING OF WOMEN WORKERS AS REPORTED BY PRINCIPAL EMPLOYERS IN THE DETROIT AREA.....Page 7

V. EMPLOYERS' RESPONSIBILITIES IN UTILIZING THE RESULTS OF THE RECRUITMENT DRIVE FOR WOMEN WORKERS.....Page 9

First Report on the Voluntary Registration of Women for War Work in the Detroit Area

I. Availability of Women Workers as Indicated by Returns from the Detroit Recruitment Drive.

On the basis of registration cards so far received and classified by the United States Employment Service, it is estimated that approximately 300,000 women will have filed registration cards with the United States Employment Service when the drive is complete. About 255,000 registration cards had been received by August 31, and the late distribution of cards in some areas justifies an expected total of 300,000.

The following analysis is based on reports covering the first 116,000 cards classified in local offices in terms of availability for work, type of work desired, previous experience, and need for outside child care if accepted. Of these registration cards, 60.3 % indicated availability for factory work, while 12.% indicated availibility for non-factory work and 27.8 % were registrations of women who are not currently interested in work, although some stated they might be available at some future time.

Applying these percentages to the expected total of 300,000 registrations, it is expected that the total labor reservoir obtained in the drive will include 181,000 women who are available for factory work, 36,000 who are available for non-factory work, and 83,000 who are not available for work.

A more detailed analysis of the registrations is presented in Table 2, which shows the estimated total who will be registered in various groups, and the percentage distribution of the 116,000 registrations which have been classified to date.

The total includes 53,000 women (17.6 % of the total) who desire factory work and have had factory experience. Of these, 31,000 are unemployed and would require no outside care for their children, 10,000 are unemployed and require outside child care, and 12,000 are currently employed but interested in transfer to war work. An additional 128,000 women (42.7 % of the returns) reported that they are interested in factory work but have no factory experience. In this group, there are 72,000 women who are unemployed and immediately available without outside provision for child care, 25,000 who are unemployed but would require outside care for their children, and 31,000 who are employed but interested in transfer.

An unexpectedly large number of women reported that they were interested in various types of non-factory work, although not available for factory jobs. These potential workers may be valuable in meeting the demand for thousands of office workers in war plants, or to replace other workers who transfer from non-manufacturing jobs to war work. A total of 36,000 women, or 12 % of all returns are in this class. Of this number 20,000 are unemployed and available without child care, 7,000 are available if outside child care is provided, and 9,000 are currently employed.

The remaining 83,000 registrations, or slightly less than 28 % of the total were mailed in by women who do not consider themselves available for work at present. Some of the returns, however, indicate that they may be available later, or that they might reconsider their decision in an emergency.

Assuming that women who are currently employed have already made whatever arrangements are necessary for care of their children, a total of 146,000 women are available for factory jobs without additional facilities for the care of children. Of this number, 43,000 have previous factory experience, although this experience may not have been in the specific occupations for which they are now needed. A total of 103,000 other women, without factory experience, are available immediately without child care facilities.

Registrations obtained in the recruitment drive have been distributed to the local office of the United States Employment Service which serves the area in which the potential woman worker resides, and have been coded to indicate various types of work in which the applicant is interested or has experience. As a result, a file of women residing close to the plant in which workers are desired can be used in filling the job orders of war employers.

Table 1. Analysis of Voluntary Registrations of Women for War Work

A. Estimated distribution of 300,000 registrations

Availability for Work	Total Number of Registrations	Currently Employed in Other Work	Unemployed		
			Total	No outside care required for children	Outside care needed
Total Registrations	300,000	78,000	222,000	123,000	42,000
Available for Factory Work - Total	181,000	43,000	138,000	103,000	35,000
With Factory Experience	53,000	12,000	41,000	31,000	10,000
No Factory Experience	128,000	31,000	97,000	72,000	25,000
Available -Non-Factory Work	36,000	9,000	27,000	20,000	7,000
Not Available for Work	83,000	26,000	57,000	-	-

B. Percentage distribution of 116,000 cases

Total	100.0 %	26.0 %	74.0 %	41.0 %	14.0 %
Available for Factory Work - Total	60.3	14.3	47.0	34.3	11.7
With Factory Experience	17.6	4.0	13.7	10.3	3.3
No Factory Experience	42.7	10.3	32.3	24.0	8.3
Available - Non-Factory Work	12.0	3.0	9.0	6.7	2.3
Not Available for Work	27.8	8.7	19.0	—	

II. Current Data on War Labor Needs and Labor Supply in the Wayne County Area.

The Detroit plan for voluntary registration of women for war work was developed on the basis of reports prepared in May by the United States Employment Service which showed that normal sources of labor supply would fall far short of meeting the labor requirements of industry and the armed forces. With 524,000 workers employed in manufacturing in May 1942, it was estimated that employment would rise to 593,000 in August, 660,000 in November, and 746,000 at the war production peak in 1943.

Reports obtained from the principal war manufacturing plants in the area in July show that manufacturing employment has risen even more rapidly than was predicted in the May reports, and that the war peak will be higher. Estimates based on data for 506 important plants indicate that total manufacturing employment had risen to 547,000 in June and 568,000 in July. Employers' forecasts now indicate that manufacturing employment will reach 658,000 in October (as compared to 660,000 predicted for November in the earlier survey), 721,000 in January 1943, and 757,000 at the war peak. Thus an increase of 86,000 workers is expected between July and January of next year, and an increase of 189,000 between July and the war peak. The actual increase to the peak for war manufacturers will be 194,000, with a 5,000 decrease for non-essential manufacturing.

In addition to the 194,000 workers needed in war factories, it is estimated that 70,000 men of working age will be withdrawn from the Detroit area labor force for induction into the armed forces. To meet this aggregate labor demand of 264,000, only 20,000 unemployed workers from the normal working force were available in July.

A total of 244,000 employees must therefore be obtained from the following sources: (1) Women and other new entrants into the labor force; (2) Transfers from non-essential industries; (3) Commuters from nearby areas; and (4) Importation of labor from more distant areas. The supply available from each source is summarized in Table 2.

31,000 + 72,000 = 103,000 available without child care - Total available for factory work 151,000 (see page 13)

It has been estimated that 80,000 women not normally in the working force can be recruited for war work, but since some of this recruitment has already occurred, the number still available from this source is probably between 70,000 and 75,000. About 45,000 workers will be available by transfer from non-manufacturing industries and non-essential manufacturing, in addition to the 10,000 workers who are estimated to have been recruited from this source between May and July. About 10,000 commuters may still be recruited, in addition to those already working at Willow Run and other Detroit area plants.

On the basis of these estimates, complete utilization of women, workers transferred from non-essential industries, and the current unemployed will provide a supply of only 165,000 local workers -- leaving a deficit of 99,000 to be met by in-migration. However, the supply available from local sources would be sufficient to meet nearly all of Detroit's labor requirements between July 1942 and January 1943, since only 147,000 additional workers are needed in war plants during that period. The critical housing shortages and other problems resulting from large-scale labor importation, might therefore be largely avoided, at least until the end of the year, if employers make full use of local labor resources.

It should be noted that the 70,000 women who are expected to be recruited outside the present working force represent only part of the women who must be absorbed in war industries under the assumptions which have been stated. Women will also make up a significant proportion of the 95,000 workers to be obtained from the current unemployed, commuters, new school graduates and transfers from non-essential industry. Probably at least 40,000 women workers must be hired from these sources -- making a total of 110,000 women workers for whom jobs should be provided.

The results of the recruitment drive suggest the possibility that more than 70,000 women can be recruited from groups not now in the working force, if their employment is vigorously promoted by employers and appropriate government agencies. Every additional job which can be filled in this way will help to reduce the pressure of housing shortages and other dislocations which have already reached dangerous proportions because of in-migration.

The following tabulation shows actual employment in manufacturing industries of the Detroit area in June 1941, May 1942, and July 1942 -- and estimated employment for future dates, on the basis of employers' forecasts. (The area includes Wayne County and the adjacent townships containing the Ford Bomber Plant, the Chrysler Tank Arsenal, and the Hudson Naval Arsenal.)

Date	Total Manufacturing Employment*			Large War Manufacturers - 506	
	Number of Workers	Change from June, 1941	Change from July, 1942	Number of Workers	Change from July, 1942
June, 1941	502,000	---	---	411,000	---
May, 1942	527,000	+25,000	---	436,000	---
July, 1942	568,000	+66,000	---	477,000	---
August, 1942	602,000	+100,000	+34,000	511,000	+34,000
October, 1942	658,000	+156,000	+90,000	568,000	+91,000
January, 1943	721,000	+219,000	+153,000	632,000	+155,000
July, 1943	754,000	+252,000	+186,000	667,000	+190,000
War peak	757,000	+255,000	+189,000	671,000	+194,000

*Total includes non-war manufacturing establishments, with current employment of 91,000 workers which is expected to drop to 86,000 at war peak. Further curtailment in this field is, of course, possible.

Table 2

Labor Supply and Demand - Wayne County Area 1/

From July 1942 to Anticipated War Peak

Estimated War Labor Demand - Total	**264,000**
1. Increase in war manufacturers' employment	194,000
2. Estimated inductions into armed forces	70,000
Estimated Labor Supply - Total	**165,000**
1. Available unemployed - July 15, 1942 2/	20,000
2. New entrants - women 3/	70,000
3. New entrants - men - 1943 school graduates	20,000
4. Reduction in non-essential mfg. employment	5,000
5. Net reduction in non-mfg. employment 4/	40,000
6. Commuters from outside of Wayne County Area	10,000
Estimated In-Migration 5/	**99,000**

1/ Besides Wayne County, covers Warren Township in Macomb, Royal Oak and Southfield Township in Oakland, and Ypsilanti Township in Washtenaw County, including incorporated places within the townships.

2/ Excluding 20-25,000 workers to allow for normal labor turnover, "unemployables", and temporary illness and disability.

3/ Assumes that 10,000 of the originally estimated maximum total of 80,000 available have already entered the labor force.

4/ Gross future reduction is estimated at 50,000 but is partially offset by an estimated increase of about 10,000 in essential non-manufacturing employment.

5/ The minimum amount of in-migration necessary to meet war labor requirements. Without complete utilization of local labor supply, this total may be greater. Past in-migration is not included.

III. Present and Future Problems Resulting From Utilization of Non-Local Workers.

When the Detroit recruitment drive was planned, it was agreed that the importation of workers from other areas would create extremely serious problems if it were not kept under control. The Chairman of the War Production Board has already considered it necessary to remove some war contracts and withhold some new contracts from the Detroit area because of the difficulty of providing adequate housing for more than approximately 75,000 to 80,000 in-migrants. The prospect of critical housing shortages and dislocation of such community services as sanitation, schools and transportation set definite limits to the amount of in-migration which can be absorbed here.

Detroit's housing crisis is not a problem for the future -- it is already upon us. As early as May, a WPA housing survey found that 98.8 % of all dwelling units in the Detroit area were occupied, and that half the remainder were under construction, and largely unavailable for rental because they were being built for future owners. Only 3,360 dwelling units (0.6 %) were unoccupied and half of these were either unfit for occupancy or unavailable for rental. Thus only 1,680 dwelling units (0.3 % of the total) were available for rent and in decent condition. Since May, the situation has grown worse.

Newspaper headlines of recent weeks have dramatized Detroit's lack of success in obtaining an adequate construction program for either public or private housing, and the desperate search of public officials for substitute expedients, such as billeting in private homes, the use of commercial buildings for residential purposes, or relaxation of zoning restrictions.

Although the War Production Board concluded a few months ago that not more than 80,000 in-migrants would be absorbed, it is uncertain whether even this number can now be accommodated. While precise data are not available it is clear that thousands of outside workers have been hired each month by Detroit employers and that this outside hiring still continues. Total factory employment increased from 527,000 in May to 568,000 in July -- a gain of 41,000. In the same period, the estimated number of available unemployed declined only 15,000 -- from 35,000 in May to 20,000 in July. This indicates that 26,000 workers were hired during the two-month period from sources other than the normal local unemployed reserve -- and at least 10,000 of these are believed to have been in-migrants.

A recent estimate by the Superintendent of Detroit's Department of Water Supply indicates that 250,000 persons have come to Detroit since June 30, 1941, and that 178,000 more persons would be represented by the in-migration of 84,000 workers to the area served by the Detroit Water Board.

Quite apart from any future in-migration, the hiring of outside workers has already created a difficult situation in Wayne County communities. It is desirable for employers and government agencies to work out a united program to implement the national policy for orderly recruitment of war workers which has been enunciated by the War Production Board and the War Manpower Commission. This policy in broad outline provides that:

1. Experienced unemployed local workers shall be the first to be employed at war work;
2. Local residents who are not ordinarily in the labor market shall be utilized to the fullest extent before non-local workers are hired; and,
3. When all available local labor is exhausted, the United States Employment Service is to be used as a recruiting agency for individual employers to hire workers outside the local area.

The present crisis makes it essential that these policies be adopted not merely as a statement of broad policy, but as the day-to-day operating program of individual employers.

IV. Anticipated Hiring of Women Workers as Reported by Principal Employers in the Detroit Area.

When plans for the voluntary registration of women in the Detroit metropolitan area were being developed, it was agreed that the principal war manufacturers should be requested to provide forecasts of the number of women they plan to hire in various occupations, and the approximate time when these women workers would be needed.

To obtain these data, the principal employers were asked to prepare a special schedule in connection with their reports on Form ES-270 for July. This schedule listed the occupations in which women would be hired between July and Dec. 31, 1942, and indicated the number of women required in the bi-monthly periods ending August 31, October 31 and December 31.

The special schedule on employment of women was obtained from each establishment which expected to hire 500 or more workers during the last half of 1942. The total number of additional workers required by these establishments during the six-month period was 125,826 - or 84 % of the 151,000 hires anticipated by all establishments which reported on Form ES-270 in July.

The selected large employers reported that 61,748 of the 125,826 jobs to be filled during the six-month period would be filled with women workers. Thus women would represent 49 % of the workers added by these establishments.

Even if this rate of hiring is achieved, women will represent only 19 percent of the employees of the selected plants at the end of December. (Current employment is 18,300 women in a total of 258,400; December total would be 80,000 women out of 414,000 workers.)

Anticipated Hires by Occupation.

The great majority of the anticipated hires of women were in semi-skilled and unskilled occupations. The selected employers planned to hire 28,254 women for unskilled jobs, or 43 % of all unskilled hires. In semi-skilled jobs, 27,021 hires of women were forecast, representing 71 % of all hires for semi-skilled jobs.

The remainder of the anticipated hires of women were scattered among other occupations, including 5,040 skilled jobs, 831 jobs in clerical and allied occupations, and 600 jobs not classified by occupation. Women were expected to fill 36 % of the clerical jobs and 34 % of the skilled jobs. The anticipated hires of we women in skilled occupations may be an overstatement, however, since some occupations are included in which an adequate supply of experienced female workers may not be available.

Anticipated Hires By Period.

The speed with which women will be absorbed in Detroit war industries will apparently be fairly even throughout the six-month period, since 14,548 women were expected to be hired in the six weeks from mid-July to the end of August, 24,328 in September-October, and 22,872 in November-December. The number to be hired in each bi-monthly period is shown by occupation or occupational group in Table 3.

In semi-skilled occupations, 6,220 women were expected to be hired in the first two-month period, 11,537 in the second two-months, and 9,264 in the third bi-monthly period. In unskilled occupations, anticipated hires for the three bi-monthly periods were 6,740, 10,079 and 11,435 respectively. For skilled occupations the corresponding figures were 1,241, 2,130 and 1,669

The anticipated hires of women, as reported in the July ES-270 reports, may be somewhat overstated since it appears that some employers reported the number of jobs in which they would be willing to accept women, rather than the actual number of women they plan to hire. This tendency may be partly offset by two factors: (1) the development of plans to use women in some of the numerous occupations in which no anticipated hires of women were reported, especially in the semi-skilled and unskilled groups; and (2) the hiring of women by smaller employers who did not prepare the special report on hiring of women.

Table 3.
Anticipated Hires of Women, in Selected Plants*
in the Detroit Area
July - December, 1942

Occupational Group or Job Title	Total Anticipated Hires July-December, 1942			Anticipated Hires of Women by Period		
	Total Hires	Hires of Women	Women as % of tot.	July 15 to Aug. 31	Sept. - Oct.	Nov. - Dec.
TOTAL - All Occupations	125,826	61,748	49	14,548	24,328	22,872
Clerical, Sales, Service - Total	2,319	831	36	246	432	153
Skilled - Total	14,945	5,040	34	1,241	2,130	1,669
Machinist II	1,514	1,305	86	215	534	556
Shaper Op. I	798	751	94	234	344	173
Gear-Hobber Opr.	325	260	80	103	120	37
Inspector	969	969	100	191	408	370
Sheet Metal Workers II	1,126	767	68	52	322	393
Sheet Metal Worker, Aircraft	173	150	87	50	100	0
Coremaker I	332	332	100	214	118	0
Welder, Arc	245	109	44	100	9	0
Painter, Auto	273	273	100	72	112	89
Other Skilled Occupations	9,190	124	1	10	63	51
Semi-skilled - Total	39,034	27,021	69	6,220	11,537	9,264
Sewing-Mach. Opr., Wk. clothes	366	366	100	166	100	100
Buffer I	687	592	86	74	161	357
Burrer, Hand	700	700	100	104	149	447
Milling-Mach. Opr., Automatic	1,378	1,335	97	417	546	372
Mult.-Sp.-Drill-Press Opr.	218	218	100	54	132	32
Single-Sp.-Drill-Press Opr.	1,785	1,340	75	427	551	362
Screw-Mach. Opr. Semi-auto.	570	229	40	55	97	77
Lathe Opr., Automatic I	1,401	1,387	99	488	570	329
Gager I	243	230	95	25	105	100
Punch-Press Opr. I	274	274	100	38	108	128
Punch-Press Opr., Hand	938	938	100	392	370	176
Solderer I	199	199	100	77	93	29
Subassembler	8,202	6,745	82	1,625	3,215	1,905
Riveter, Aircraft	6,857	6,487	95	1,309	2,998	2,180
Other Semi-skilled occupations	15,216	5,981	41	969	2,342	2,670
Unskilled - Total	65,037	28,254	43	6,740	10,079	11,435
Not classified by occupation-Total	4,491	602	14	101	150	351

*Plants expecting total hires of at least 500 workers. These plants represent 84 % of all anticipated hires in the area.

V. Employers' Responsibilities in Utilizing the Results of the Recruitment Drive for Women Workers.

The recruitment drive for women workers was undertaken as a cooperative effort of the United States Employment Service, the War Production Board, the War Manpower Commission, and representatives of management and labor in order to help to solve Detroit's impending labor shortage.

The program was undertaken to preclude as far as possible the evils attendant upon large-scale in-migration to this area.

The recruitment drive thus far has been very successful in locating a vast pool of potential workers and has laid the foundation for a positive program to help overcome Detroit's problem of labor supply. This program cannot, however, be finally successful without the continued cooperation of all groups concerned and it must especially have the cooperation of all of the Detroit area's employers.

The cooperation needed from Detroit employers must take the form of the complete utilization of the local labor uncovered by the recruitment drive. Without the utilization of this labor the purposes of the drive will have been defeated.

Specifically, all of Detroit's employers should implement the policies agreed upon at the outset of the recruitment drive. These policies are enumerated below:

1. Accurate and specific estimates of anticipated hiring needs should be provided in current reports to the United States Employment Service, and should be broken down to provide realistic estimates of the numbers of new women workers who are expected to be hired and the types of work for which these women will be engaged.

2. Employers should continue to carefully analyze the jobs in their establishments now filled by men, in order to plan for replacing as many men as possible with new women workers.

3. Employers should provide the Employment Service with sufficient information on the specific types of training or aptitudes required in new women workers, together with their hiring schedules for these new workers, so that the Employment Service can realistically assist school authorities in planning training programs and can set up effective procedures for testing, selecting and referring women to jobs or to training courses.

On the basis of the facts presented in this report, a fourth policy is recommended for adoption:

4. Employers should furnish the Employment Service with actual orders for workers covering a substantial part of their current and future hiring needs, in order to avoid the use of in-migrants if suitable local residents are available, and in order to permit the best qualified women workers (and others transferred from non-essential industries) to be selected and referred to openings near their homes through a single central agency.

Recruitment through the Employment Service is the best method of utilizing the women who have expressed their availability for employment through the Detroit recruitment drive. These women are not ordinarily in the labor market, and must be urged to enter upon employment. They must not be discouraged from employment by repeated unsuccessful applications at individual war plants. Also, a series of

applications at individual plants may still fail to bring the applicant in contact with the specific openings for which she is most suited.

For this reason, it is urged that this group of potential workers be obtained through the United States Employment Service, which can screen out unsuitable applicants in a pre-selection interview, and select those who meet the requirements for final selection at specific plants, or the requirements for pre-employment training courses.

Likewise, the United States Employment Service is in a position to refer applicants to establishments nearest their homes, thus relieving transportation difficulties and undoubtedly preventing considerable turnover.

From the employers' point of view, recruitment through the Employment Service also should prove most efficient since it will eliminate the need for interviewing large numbers of unsuitable applicants, and the waste motion involved in building up application files containing the names of workers who are likely to be hired by some other employer by the time they are actually called for employment.

From the community standpoint, centralized recruitment of workers will reduce the volume of in-migration, if employers adopt a policy of seeking workers through the central labor reservoir before they hire outsiders at the gate.

Miss Sprung
(A keep)

Sept. 10, 1942

To: Miss Mary Anderson

From: Kathleen Lowrie
4317 Glendale, Detroit

(1) W.P.B. Conference on recruitment of women for war industries

On Sept. 2, the W.P.B. and the M.E.S. called a conference of 50 representatives of management, labor, vocational training agencies, the Selective Service office, and other governmental agencies represented on the Labor Supply Committee. I enclose the report prepared for this conference by the M.E.S. There are some significant figures on page 2. Of the 222,000 who registered as unemployed, 41,000 had had factory experience, but 25% of the latter would need outside help for their children if they went to work. A much larger number, 97,000, stated they were available for factory work, and 72,000 of these required not outside care for children, but this group had had no factory experience. 116,000 cards have been tabulated, and the projected totals in the Table on page 2 are based on the assumption that the cards tabulated are typical of the whole. It was stated that women formed 7% of the total employment in July and were expected to form 19% by December. There was a good deal of statistical material presented by the M.E.S. on anticipated needs and anticipated source of supply. While this is important, it would seem useful also to have actual figures beginning with July on a monthly basis, showing numbers of men and women employed in war industries, so the trend could be shown. The employers present stated they show these figures on their reports to the M.E.S. With 97,000 immediately available for factory work and without experience, an important problem brought out by the conference was the need for making training available for them. The M.E.S. did not touch on this in the report nor in the discussion. Neither did they bring up in either place the advisability of leaving recruiting of women with small children to the last. I came in a little on the discussion of each of these points (training and hiring single women, married women without children, married women with older children, first). The Director of Voc. Ed. for the State said facilities for training are now being used to only 50% of the their capacity as of February of this year. He agreed very emphatically with me about training single women and older women, and he and the new W.P.B. head here are getting together on training for the 72,000. I introduced myself to the latter after the meeting and he agreed this is a key problem. He is working on it with the training people. The current report on training shows 1882 women getting preemployment training. For a large number of these no specific job is in sight. But although employers are doing a good deal of the training on specific jobs after hiring, the preemployment training will be of real benefit according to the employers present. The management representatives made the point they thought the survey was a little early, because although employers are already beginning to hire women, they won't be doing so in large numbers immediately. The training representative said the women they are getting in their classes are far superior to the men, as the latter have been sifted pretty thoroughly by employing agencies.

(2). The Vocational Guidance Council at Grand Rapids....

(over)

(3). Miss Magee wrote asking me to look into restaurant facilities near the dormitory for women workers at Ypsilanti, and let you know the situation. Ypsilanti is about 12 miles from Willow Run, and Wayne is fairly close also. I asked Mrs. Gomon what she knew about housing for women workers from the Willow Run plant. She said she would like to look into it, but did not think anything had been started. So I am to get the information about projected plans and any starts that have been made and she and I will drive around and check.

(4). The union representatives at the W.P.B. conference - see I - were R. J. Thomas and Victor Reuther. They made two points very emphatically. One, a considerable number of wives of union members did not fill out the cards in the voluntary registration survey, because they thought if they worked it would change the draft status of their husbands. (I mentioned the union's reaction to this in my last report). The Selective Service representative answered this question by saying the draft status would not be changed. In his original statement at the meeting, he said the order would be, single men without dependents, single men with dependents, married men with no children and wives working or able to work, and married men with children and wives working or able to work. I talked to Walter Reuther's secretary last week. She is quite full of this question as she has apparently been handling calls on it. Apparently there is a genuine feeling that mothers with small children if they thought their husbands would be drafted if they went to work, hesitate to believe they could carry the financial and home responsibility even tho care were provided for their children for certain hours and they would feel differently about working if their husbands were around to share the responsibility.

Two, they stated the M.E.S. is referring labor from out of the state for employment while there is still a considerable number of local employees out of work. And if the accepted government policy on this point was not to be adhered to, it should be openly changed. This is part of the business of finding skilled labor apparently.

(5) The Y.W.C.A. is arranging a conference on the "home worker."....

(6) It would be effective if we could make some inspections now....

Sincerely yours,

Sept. 17, 1942

To: Miss Mary Anderson

From: Kathleen Lowrie

Subject: Housing at Wayne, and Ann Arbor, Michigan

A 362 bed dormitory for women workers has been completed at Wayne Michigan. A cafeteria has been erected on the site. The cafeteria is adequate to meet the needs of the women who will live in the dormitory. The latter is about ready for occupancy.

At Ann Arbor it is being arranged in case need arises to house women workers in the dormitories at the University of Michigan. The students would do some doubling up. Also the enrollment is down this session.

Miss Magee suggested I learn about eating facilities near the dormitory at Wayne. Tomorrow I have an appointment to check on present plans as to other housing projects for women. The dormitory at Wayne is the first.

ADVANCE RELEASE ADVANCE RELEASE

OFFICE OF WAR INFORMATION
WAR MANPOWER COMMISSION

ADVANCE RELEASE: For Monday Afternoon Papers, August 30, 1943.

Schroeder - WMC - 2036 PM-4437

Reports that a few war contractors are in the market for industrial "home workers" brought from the War Manpower Commission today a declaration that this is a type of labor it is not looking for, even in labor shortage areas. Chairman Paul V. McNutt said regional manpower directors had been reminded that industrial home work is prohibited on all contracts covered by the Walsh-Healey and Fair Labor Standards Acts and is also prohibited in many states by state laws and regulations.

In a memorandum to the regional directors Mr. McNutt emphasized that the policy of the War Manpower Commission is to recruit workers only in accordance with existing Federal and State laws, and that the Commission therefore, could not consider giving any assistance or encouragement in recruitment for industrial home work.

Several methods for drawing labor reserves into the work force without the use of home work were recommended. Persons not available for regular factory jobs because of the location in which they live, or because of personal responsibilities, it was said, could be made available through the use of part-time programs, the development of community work shops and the establishment of facilities and services such as day nurseries and shopping services.

Home work programs, Mr. McNutt said, have proved far less productive than work done in the plant under proper supervision and working conditions. As an example there was cited a textile mill where it was found that seven times as many home workers were required to manufacture Army shirts as were needed to make the same number in the factory. In other firms the number of employees needed was reduced 50 percent when the work was transferred from home to plant.

The War Manpower Commission's official policy for the employment of women and minors, it was pointed out, requires minimum standards of working conditions. It would, therefore, it was added, be a contradition of this basic policy if the War Manpower Commission encouraged work in the home where it has been found not only impossible to enforce such regulations, but impracticable to maintain production efficiency.

Y-19708

Robinson

Robinson

August 3, 1942

Statement by Miss Anderson, for Miss Hornaday, on registration of women at this time.

When it is determined that compulsory registration of women is necessary, we are all for that registration. Until such a time, of course, we would not advocate any such registration. No one so far has been able to tell when registration of women will be necessary. There are a few shortages in manpower in certain communities but that does not mean that we need a national registration. For instance, Detroit and its vicinity will be having a registration of women this fall, and we are helping in that registration.

MA:IS

January 18, 1943.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

WOMEN WORKERS' STATUS IN THE POSTWAR PERIOD

A Statement by Mary Anderson, Director, Women's Bureau, U, S. Department of Labor, Prepared for use by Marguerite Mooers Marshall, in an article for Forbes Magazine.

Even while women are being drawn increasingly into the war labor force, we must look to their future. We can not afford, with the return of peace, to let blind destiny rough hew their ends. Some of us remember all too well how women in World War I after being praised for doing men's work were later accused of taking jobs from returning soldiers. Now is the time to formulate policies to prevent such misunderstandings and to promote fair adjustment of women workers in the transition from war to peace.

Women themselves -- whether at work on the industrial, professional, clerical, or home fronts, in our present crisis -- have a heavy responsibility for helping to plan their own readjustments in the period of demobilization of the troops and war workers. Women should cooperate in the charting of blue prints for their postwar status and goals.

To men when mustered from military back to civilian ranks the Selective Service Act gives the guarantee of return to their former jobs -- if they still exist. If not, a special reemployment program for the men seems a surety.

But what about the women who as a patriotic duty have left their homes to become soldiers of production? Or who have abandoned their normal peacetime pursuits to take more essential occupations in the war effort, such as bus drivers, railroad employees, farm laborers, bank tellers -- because of male labor shortages. Though without the same legal protection as to jobs, women as well as men are citizens to whom President Roosevelt's creed for democracy is meant to apply: Freedom from want, the right to a job for all who want or need one -- assurance against the hazards of temporary unemployment, and so on.

The postwar blueprint for women calls for some definite specifications to safeguard women's welfare. There will be unusual problems due to the great expansion in the numbers of women workers in the emergency. In December 1942 there were 15-1/2 million women in the labor force -- an increase of almost 2-3/4 million since the 1940 Census. An additional three million are said to be needed by the end of 1943.

At the close of the war a large number of these new recruits will automatically withdraw from jobs. But certain other facts must be stressed. In this country there has been normally from decade to decade a steady growth in the number of women forced to earn a livelihood -- and many of them must also support dependents. As a result of the war, women's wage-earning responsibilities will be stepped up abnormally.

More women must become the family mainstay to take the place of men who fail to return, or come back maimed, from the battle fields.

There will be jobs for all who need them -- both men and women -- when the conflict is over if a comparable amount of American enterprise is put into making the peace as in waging the war. Simultaneously with the curtailment of war occupations must come the rapid and carefully dovetailed expansion of industries and services to heal the wounds of a war-torn world.

Manufacture of consumer goods even vaster than the pre-war scale in this country will be essential to replenish stocks in many parts of the globe. To achieve the sound civilization envisioned by the Atlantic Charter will require gigantic activities in many fields: Public health, nutrition, education, cultural and recreational interests, spiritual and social welfare, international relations -- to mention a few especially identified with women's services.

But in the expansion of old occupations and the development of new ones of which as yet we have little concept, there will be less emphasis, I hope, on whether this or that job is men's or women's -- now that women have proved their ability to perform practically any type of work. I hope that the equal pay policy for women will prevail. I hope that barriers to women workers dropped during the war will never be rebuilt. I believe at least some women who have shown special ability in fields previously regarded as masculine will be retained therein. But I believe the types of jobs that fall to men or women will in general average up.

We can hope for a sound postwar program of work opportunity in this country only through the cooperative efforts of private management, men and women workers, and Government authorities. Then can we expect to advance the well-being of all our people -- the real objective of our democracy.

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REGISTRATION OF ALL MEN AND WOMEN ASKED IN PROPOSED MANPOWER COMMISSION BILL

Measure Also Would Insure Adequate Supply of Labor For Essential Industries

(Wall St. Journal (1) New York City - July 16, 1942)

WASHINGTON --- The War Manpower Commission is preparing labor control legislation to be known as the "National Service Act."

The proposed act would give legislative sanction to the executive order extending to the War Manpower Commission the labor control power it now exercises. In its tentative form the legislation would:

1. Require all men and women to register with the Government. Provision would be made, presumably, for those men who already have registered for the draft and filled out aptitude questionnaires.

2. Empower the Commission to work out a national program for channeling an adequate supply of labor to essential industries and farms by restricting the freedom of employers to hire and the freedom of workers to work where they please.

The proposed act will provide for compulsory registration of able-bodied American men and women and give lagislative sanction to the executive order extending to the Manpower Commission the labor control powers it now exercises under executive order.

Officials also contend that any legislation must somehow discourage constant shifting of workers from one job to another. This also would require a national wage policy which would discourage job-shifting.

Manpower Commission circles are extremely cautious in talking about the program which has yet to be cleared by President Roosevelt. However, informed officials stated that the legislation is in the drafting stage and would be completed in the near future.

Need for compulsory legislation is growing each day as attempts at voluntary cooperation between employers and employes falls short of solving the labor supply problem, officials say.

Nevertheless, Chairman McNutt will hold a special press conference today at which he will announce the Commission's anti-pirating of workers policy. This policy sets forth what employes and employers in war industries should do to avoid production delays caused by shifting from job to job.

Some of the highlights of the policy will be:

1. Placing responsibility on war industry employers to refrain voluntarily from hiring skilled workers from another essential war job unless the new job is more important to the war effort.

2. An agreement not to hire a skilled worker from one war job for another of equal importance unless the worker is on part-time in his present job.

3. An employer would be free to hire a skilled worker if the old job can be filled by a man or woman of less skill and if the job to be filled requires the particular skill of the worker sought.

In all of these cases, the employer is made responsible for carrying out the letter of the policy.

The employer is to clear such hiring of workers through the U. S. Employment Service.

A-2 From Miss Spring's D R June 1942 (given her by Miss Hazel WJSV)

SUMMARIES

OCCUPATIONAL POTENTIALITIES OF WOMEN FOR WAR PRODUCTION
(see blue pamphlet: Occupational Analysis Section
Bureau of Employment Security.

WORLD WAR 1. The proportion of women employed more than doubled rising from 65 to 139 W.workers per thousand: 1914-1918.

pg.1.

Types of industries ...% of women

82 % of employers NY State who had employed W.so satisfied they planned to retain all or part of W.force.

ENGLAND: Churchill: In 27th month of war England had as many women in industry and in armed forces (?) as in 48th month in W.War 1.

Ministry of Aircraft Production: W.doing 50% work in many engine plants --could do 80%

GERMANY:

Compulsory work program: 1 yr. in agriculture or domestic service

RUSSIA: Extensive replacement of men by W in civilian occupations and in every type of industry, including heavy work in mines and railroads.

DIFFERENCES Men and Women

Excellences of W: (See page 3 of summary: California reports satisfaction
Speed, accuracy, discrimination, sizes & shapes; packing and sorting... colors and tastes: variations.

patience, keen eyesight, finger & hand dexterity

fit them for jobs such as:

Reading blueprints; use of fine instruments

Limitations of W.

averages 57 % that of men
Strength and endurance averages 68% that of men

Experience & training for highly skilled jobs, especially where technical knowledge involved.
Health: susceptibility to poisons: need for rest periods

Some occupations in which W. employed with success:
mfg. & assembly parts for radio, motors, recording instruments; airplane guages.

Ship & boat bldg; draftsmen, machinist helpers; blast welders
Foundries: casting cleaners, finishers, machine core makers, facing mixers
Aircraft: metals, bench assembly, painting, covering heat-treating, anodizing, fuselage assembly welding etc.

THE OCCUPATIONAL POTENTIALITIES OF WOMEN FOR WAR PRODUCTION

Despite whatever initial handicaps their earlier training may place upon them women have been and can be successfully employed in a very broad range of industrial occupations. Overwhelming evidence in support of this position may be derived from:

1. The experience in employment of women in World War 1
2. Current experience in the employment of women in Europe and America
3. Objective psychological tests and job analysis of occupations suitable for women

E xperience in World War 1

During the World War 1 the proportion of women employed in war industries in the United States more than doubled, rising from 65 to 139 women workers per 1,000 wage earners during the period 1914 to 1918. In a number of industries women were especially important factors in the Labor force; they constituted 37 percent of all workers in optical goods, 35 percent in rubber goods, 35 percent in photographic supplies, 33 percent in leather goods, 27 percent in electrical goods, 19 percent in aircraft, and 18 percent in metal and metal products. T hey were employed in a broad range of occupations, including even those requiring heavy manual labor. Among the usual male occupations in which women were employed in the last war were those of lathe operator, punch-press operator, single-- and multiple--spindle--drill--press operator, riveting--machine operator, inspector, crane operator, and many others.

The experience of war industry employers in New York State during the last war was probably typical of employers elsewhere; 82 percent of those who had employed women for war pr duction were so well satisfied with the results that after the war they planned to retain all or part of the women so employed. The study of women war workers in New York concluded that "as any list of processes in which women have replace men will show, there are few types of work on which women have not been tried with more or less success."

Current Experience in Europe and America

In a recent broadcast from London, Mrs. Anthony J. Drexel Biddle, Jr., wife of the American Ambassador to the Governments-in-Exile, in London, stated that the only limitation to what British women can do is their physical strength. They are, she said, working in every kind of job from the most technical to the most difficult and dangerous. Prime Minister Churchill stated that in the 27th month of the war England had as many women employed in industry and in the armed forces as in the

48th month of World War 1. The British Ministry of Aircraft Production has said that women actually are doing 50 percent of the work in many engine plants. Official sources in England say it has been established that women could do 80 percent of the work in aircraft factories. About 40 percent of the workers in the tank industry are said to be women, as are one-sixth of the workers in an ordnance plant manufacturing anti-aircraft guns.

Germany has also met its labor shortage by the recruitment of women in increasing numbers. Contrary to popular belief, the Nazi philosophy of "Kuche,Kirche un Kinder " never decreased the number of women in the Labor force. A compulsory work program was introduced for unmarried women under 25 which required a year's work in either agriculture or domestic service. Arrangements for the training and retraining of girls and women were extended. Not only did the women adapt themselves to their new work, but owing to their manual dexterity their output was in some cases greater than that of the men. Since 1940 there has been a very marked increase in the use of women, especially married women, and special efforts were made to organize part-time shifts and communal nurseries for the care of the children of working mothers. The widespread installation of new machinery and technical equipment further extended the use of women by eliminating the heavy manual work and weight lifting.

Such general information as is available would indicate that there is virtually no limitation on the employment of women in the Soviet Union. Withdrawal of men for military service has apparently merely intensified the long accepted participation of women in all types of employment. In a recent radio broadcast, Mme. Petrova, Executive Secretary to Ambassador Litvinoff, stated that Russian women are serving with the armed forces as technicians, parachutists, doctors and nurses aides, and in the supply services. She stressed as being more important, however, the extensive replacement of men by women in civilian activity. Women, she said, have replaced men in every type of industrial job including even heavy work in the mines and on the railroads. In agriculture, they carry on all processes and have been trained to operate and repair heavy farm machinery, such as tractors and combines. They are also participating extensively in the maintenance of the wartime civilian protective services, and in community health, welfare, and child care services.

Psychological and Job Analysis Data on Occupations Suitable for Women

Though various physiological and anatomical indexes are different for men and women, many studies have found an absence of corresponding differences in intellectual abilities as measured by standard tests. There are, however, certain capacities in which women exceed men which have important implications in terms of industrial application. Women

have a tendency to exceed men in noticing and recalling details.

Various tests have indicated that they equal or exceed men in fundamental performances like speed and accuracy in discriminating odd sizes and shapes, putting them in correct position, and in packing and sorting. Other tests indicate that women have special sensory capacities such as the ability to distinguish between minute variations in color and tastes. These and other special capabilities enable women to perform more successfully in a wide variety of specialized occupations; the number and variety of such occupations is constantly increasing as industry gains more experience in the utilization of women.

The experience of plants employing large numbers of women indicates that women excel in occupations which require patience, care and constant alertness, keen eyesight, and--probably most important--finger and hand dexterity. Women were found to be peculiarly well fitted for jobs which require the reading of blueprints and the use of light instruments such as gauges and micrometers; where the physical exertion and endurance required are at a minimum; where the individual sits at her work and is allowed to set her own pace; and where the work is relatively simple, even to the point of being monotonous.

Factors which were found to limit the employment of women are the physical requirements of the job and the element of endurance; it has been estimated that women's strength averages 57 percent that of men, and their endurance is 68 percent that of men. Another factor of considerable importance is the amount of experience and training necessary to qualify women workers for highly skilled jobs, particularly in occupations requiring a technical knowledge of the part beyond that necessary for the assembly, or where considerably knowledge of machine setup and operation are required. Women are also handicapped in some industrial pursuits by their greater susceptibility to industrial poisons, and by the necessity for rest periods, seating facilities, and other physical limitations inherent in their sex.

Information relative to working conditions indicates that women are much more affected by poor lighting, inferior equipment, and unpleasant surroundings than are men. It has been found that the efficiency of women workers and their productivity were considerably higher in plants providing a favorable working environment. This relationship between working conditions and productivity is also true for men, but is especially important for women.

Recent surveys by the Bureau of Employment Security of a number of important California firms employing significant numbers of women, indicate that in all of the plants visited the employment of women has been satisfactory. In all instances there was an increase in production per hour of work and a lowering of cost per unit, particularly when men and women were employed at the same wage, in the same department, and at the same jobs. In addition to the advantages of increased production

and lower per unit cost, it was found that:

1. W omen required less supervision and were decidely easier to supervise.
2. Labor turnover was noticeably decreased.
3. Once women were employed in the plant, there was little objection on the part of men employees toward additional women workers.
4. W ith the same training and experience as men, even on difficult machine operations, women could be moved within a department or transferred to other jobs as readily as men.
5. In all instances the number of accidents had decreased appreciably.
6. The damage to tools and materials was considerably less than when similar work was performed by men. This was particularly true in instances where women had been employed as operators of small drill presses and where they were using small drill parts.

The Occupational Analysis Section of the Bureau of Employment Security has made a detailed analysis of 1,858 different occupations in 21 war industries and 938 occupations in non-war industries in order to determine the occupations suitable for women. This study reveals that a very large number of these jobs can be successfully performed by women. Almost 80 percent of the total number of war industry occupations studied were jobs in which the degree of physical strength required and the conditions under which the work is performed presented no barriers to the employment of women. Women were already employed in some of these occupations but could be much more extensively utilized than at present. Even in the case of the remaining 20 percent of the jobs for which considerable training is required, increased job dilution would make possible the employment of women after a reasonable period of training. For example, it usually takes three years to train precision lens grinders. Certain phases of precision lens grinding such as blocking, centering, and inspecting can be taught within a relatively short time and women have been found to be most adaptable to these tasks.

Some of the occupations in which women could be employed with success are in the manufacture and assembly of parts for radio, motors, recording instruments, and airplane gauges. A large majority of the work in the manufacture of trucks, tanks and final body assembly could be performed by women, particularly since heavy parts are now moved by machinery. In the ship and boat building industries they are acceptable for employment as boilermaker helpers, draftsmen, machinist helpers, blueprint machine operators, and flash welders. In foundries women may be employed as casting cleaners, finishers, machine core makers, facing mixers, and many others. In the manufacture and servicing of aircraft, women can perform such work as metal fabrication, bench assembly, painting, covering, heat treating, anodizing and fuselage assembly, welding and others.

Advance Release: For Saturday Morning Papers, May 2, 1942

WAR MANPOWER COMMISSION PM 3150

Following a White House announcement today on the voluntary registration of women, Chairman Paul V. McNutt of the War Manpower Commission declared that the Nation has an adequate supply of woman power, which will be trained and employed in war and essential civilian industries at an increasing rate during the next two years.

The induction of women will be along voluntary lines, utilizing first the women with industrial experience, and training women who are available for such work, Mr. McNutt said.

No early necessity of a nation-wide registration of all women is foreseen, he added, pointing out that the U. S. Employment Service has 1,500,000 women registered already who are looking for jobs. Many of these are qualified for war industry employment.

He predicted that a million or more additional women will be employed in war industries this year, and that 1943's expansion of war production will bring women into war jobs rapidly to a probable total of 4,000,000--out of an expected total of 20,000,000 or more war workers.

Women will also be placed in essential civilian jobs in increasing numbers, to replace drafted men and war industry workers, and many must be used in the farm regions during this summer's harvest, he said.

In some war industry communities with labor shortages, Mr. McNutt said, there is need for immediate voluntary registration and employment of women, and in these the U. S. Employment Service will move to increase placements of qualified women workers.

In Connecticut, for example, state officials in cooperation with the Employment Service are conducting a state-wide voluntary registration next Monday. Such action is being taken now because of the shortage of labor in several Connecticut cities, Mr. McNutt said.

Mr. McNutt announced the Employment Service is sending a directive to its 1500 full-time field offices, outlining conditions under which employment of women is to be handled. The directive says:

"Local offices of the United States Employment Service will recruit women for war production industries under the following conditions:

a. The need exists to use women as an additional source of labor.
b. The employers are willing to hire women.
c. The openings cannot be filled by women already registered in the office.

"Recruitment should be specific, planned on the basis of the number and kinds of workers needed, as well as the specific time of hiring. It is inadvisable to recruit far in advance of placement opportunities.

"Women who are presently unemployed or who will be unemployed because of the conversion of industries should be given first opportunity for employment in the locality. Before undertaking recruitment to bring additional women into the labor market, effort should be made to recruit women who are normally a part of the labor market although not registered with the employment service."

(OVER)

This directive resulted from a recent meeting of the women members of the Social Security Board's Federal Advisory Council for Employment Security, which surveyed the situation and reported to Mr. McNutt that "in the absence of any widespread shortage of labor, a national registration of women at this time is not necessary." The report pointed out that "active recruitment in advance of opportunities for work is damaging to morale."

The Employment Service made a special check of 12,500 important war industry establishments and found that immediate prospects of a great increase of women workers were small. Of a total of 675,000 hires which these firms said they would make by July 1, only 79,000 are expected to be women.

The survey showed, however, that these firms could use many more women, and undoubtedly will after the displaced and unemployed workers from civilian jobs are reemployed in the expanding war plants, Mr. McNutt said.

The major war industries which are able and willing to employ women in large numbers are the ammunition, aircraft and electrical machinery industries, he said. Some of the important war plants, including shipbuilding, tank production, and iron and steel, cannot employ many women because the work is so heavy.

In many other war industries where women workers are able to do the production jobs, however, the U. S. Employment Service survey disclosed that employers are reluctant to employ women as long as men workers are available.

Mr. McNutt made public a report from Aubrey Williams, National Youth Administrator, showing 90,000 young women are in NYA projects preparing for jobs, more than half of them for mechanical and workshop production jobs in war industries.

"When the demand for women workers increases," Mr. McNutt said, "It will be possible to train them relatively quickly, since more than 60 per cent of the expected job openings for women in war industries are in occupations which require less than six months of training; almost 40 per cent require two months or less of training. Once there are actual jobs for which they are needed, we will be able to recruit millions of women for war jobs.

"Women have responded enthusiastically in the past, and millions of them are now waiting eagerly for a chance to work. More requests have been received for training than we have facilities for."

The NYA report disclosed that in the eight-month period July 1, 1942 - March 1, 1942, 14,400 young women went into manufacturing industry jobs from NYA projects; 31,000 into non-manufacturing industries, and 23,541 into jobs in unspecified industries.

During March there were 6,060 young women in NYA machine and metal-working shops, 1,220 in radio and electrical shops, 348 in automotive and mechanical shops, 2,768 in woodworking shops, 11,115 in industrial sewing shops, and 2,510 in shop maintenance and service activities.

The NYA also provides work experience and training to young women in the fields of public health and hospital assistance. During March there were 10,226 employed in this category. NYA employment of women in the clerical projects is limited to war agencies such as military establishments, selective service boards and rationing boards. There were 31,400 young women in such work during March.

The text of the recommendations of the women members of the Federal Advisory Council follows:

It is recognized on the basis of labor requirements for the war program that women are and will be one of the most important reserves of labor supply during the

war period, and that the use of women in war production industries, agricultural production, food processing, and essential civilian work must take place increasingly to secure the fullest possible utilization of local labor resources.

To achieve an orderly induction of women into the labor market and subsequent training and employment where and when they are needed, this group of women members of the Federal Advisory Council for Employment Security recommends to the Social Security Board and others responsible for the determination of policies governing manpower during the war period:

(1) In the absence of any widespread shortage of labor, a national registration of women at this time is not necessary. Recognizing, however, that increasing production and conversion of industry may eventually require a national registration of women, it is recommended that plans for such a registration be developed now by the appropriate authorities to be applied on a local area basis or a nationwide basis as the need arises.

(2) As first step in the employment of women, those who are presently unemployed, or will be unemployed, due to conversion of industries, are to be given opportunity for employment in the locality.

(3) Increased effort should be made to induce employers and organized labor in areas where labor shortages exist, to adopt such policies as will assure the full utilization of women. In these areas the United States Employment Service should immediately take such steps as necessary to recruit, train and place increased numbers of women in employment.

(4) Women are to be referred to defense training classes on the same basis as men.

(5) State laws and regulations embracing the following basic principles should be preserved because they are essential to maximum production efficiency.

(a) Wage rates for women the same as for men, including the entrance rate.

(b) An eight-hour shift; a maximum forty-eight hour week, including over-time; and one day rest in seven.

(c) Adequate meal and rest periods and proper safeguards for health and safety.

Participating in the day-long session at which the recommendations were formulated, were the following members of the Advisory Council:

Miss Bess Bloodworth, Vice President in Charge of Personnel, Namm Store, New York.

Miss Elizabeth Christman, Secretary-Treasurer, National Women's Trade Union League of America.

Miss Agnes Nestor, First Vice President, International Glove Workers Union of America.

Miss Florence Thorne, American Federation of Labor.

Women government officials who also participated were Miss Thelma McKelvey, Chief of the Women's Labor Supply Service, Labor Division of the War Production Board; Miss Mary Anderson and Miss Bertha Nienberg, Director and Assistance Director of the Women's Bureau, Department of Labor; and Miss Ethel Erickson, Field Investigator of the Women's Bureau.

The group met with the members of the Social Security Board, Arthur J. Altmeyer, Ellen S. Woodward, and George E. Bigge; and with John J. Corson, Director of the United States Employment Service.

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PROGRAM TO ENLIST WOMEN IN SEATTLE WAR PLANTS LAUNCHED

A program whereby Washington women will be mustered into the war industries in the state to replace the men going into the armed forces and to make up the difference between present available manpower and what is actually needed now is in the progress of being carried out.

A.F.Hardy, head of the Washington state division of the United States Employment Service stated Saturday that women desiring to enter industrial training classes to learn a trade will be taken care of in the following manner:

The Works Progress Administration will pay transportation costs of women needing it to reach places where training may be obtained; the National Youth Administration will furnish housing during training periods. Placements and information on training may be obtained thru the U.S.Employment Service's local office, the NYA or WPA.

Hardy pointed out, however, that labor and management must realize that women "must be given proper and adequate consideration in anticipation of the loss of men in industry that right now is acute and threatens to become even more so."

It was pointed out earlier in the week at a session of the war production board's labor supply committee that women must go into industry immediately, or Washington will find itself in a "bad spot that may become unsurmountable."

Col. William Nelson, liason officer between the office of the secretary of war and labor supply demands in the northwest, urged that women should go into defense now. " "Let's not wait," he said, "action is needed now."

Maj. Gen. H.G.Winsor, who presided at the meeting, said that industry should anticipate its needs for workers now, and not wait until the demand is right over their heads.

Hardy also announced that a plan to enlist the state's youth in high schools to relieve the farmhand shortage in the agricultural areas this summer, is under way.

According to Hardy some 30,000 boys and girls in the state's 300 high schools will be given a chance to register for this work on Mayl. This plan includes Seattle schools. Registration will be conducted by the schools and the U.S.employment service's placement setup.

A committee has been set up in Seattle to give full study to this plan, Worth McClure, superintendent of schools, has stated.

"We will need every youth who can accept seasonal employment," Hardy said, "and we believe students will consider it a patriotic duty to register."

Seattle, Wash
Star April 18, 1942

From Employment Security Review April 1942. Vo. 9, No. 4

War Roles of United States Employment Service. Page 11 - 12

5. Women in War Jobs.

. . . . . .Although the total number of women placed by public employment offices has steadily increased, it has not kept pace with the increase in placements of men. In the third quarter of 1941, placements of women numbered 525,200, as compared with 385.800 in the corresponding quarter of 1940. Placements of men, on the other hand, increased almost twice as much, from 605,600 to 1,029,100.

The number of women placed in 20 key defense industries increased from 13,500 in the first quarter to 16,900 in the third quarter of 1941. The largest increases were in the aircraft and parts industry (from 460 to 1,300) and in the miscellaneous chemical products industry (from 400 to 1,000). However, the actual number of women placed in these industries has been very small compared with the number of men placed.

The number of women enrolled in defense training and preemployment refresher courses has been negligible. From the beginning of the training program through September 1941, only 8,824 women were enrolled, compared to 670,192 men. However, 6,000 of the enrollments of women took place from July through September 1941, indicating an increasing participation in the training program. The limited number of women trained, is accounted for by their failure, until recently, of employers to relax their restrictions on the employment of women.

* * *

. . . . . .The efforts of the United States Employment Service have already resulted in an enlarged number of occupations in which women are currently employed. However, when employers in a community decide to hire women, they ask in most cases for skilled or semiskilled workers for specific occupations. "hen that happens, mass applications from women do not help either the employer or the local office.

Local offices find, therefore, that the only effective method for helping women enter the labor market is to provide training for the skills wanted by employers or to recruit women for specific openings.

In most communities the labor needs do not yet warrant indiscriminate appeals for women workers.

Carter
1317

March 31, 1942

Mrs. A. M. Young
Educational Director
Seattle Art Museum
Volunteer Park
Seattle, Washington

My dear Mrs. Young:

The Secretary of Labor has asked the Women's Bureau to send you information in response to your letter of March 6th.

First, as to information comprising "a listing of businesses run and managed by women, professions open to women, government offices in which women hold key and executive positions, and, especially, work in which women may rise from the lower brackets to places of importance," only a part of this is readily obtainable here.

The enclosed bulletin on women in the Federal government from 1923 to 1939, for example, will give certain facts about trends and salaries which you might find useful in planning your speech; portions are marked that will be helpful. For the remainder of your request we are sending what we have in our files that could be used as examples to illustrate any general statement you wish to make about women in business and the professions. Of certain value are our bulletins analyzing occupations in 1930 - based on the 1930 census - where we have marked sections relating to businesses and professions. Similar information from the 1940 Census is not yet available, but I believe the 1930 data will be adequate for illustrative purposes. As you know, there is hardly a profession or business where women are not found today; often it is only the unusual woman who is found in an occupation such as blacksmith, but the story is there in case you want to use it. The enclosed lists of women selected for "honorable mention" in 1940 and 1941 will give you some names to use.

For additional information about women in business, I suggest that you go through the files of the "Independent Woman", the periodical of the National Business and Professional Women's Clubs; and for women in the professions, consult the files of "Women's Work and Education", published quarterly by the Institute of Women's Professional Relations (New London, Connecticut). The latter organization has just finished holding a conference here in Washington about women's opportunities for professional and technical work, both in private industry and in government jobs, but I do not know how soon the proceedings will be available.

I note your second request, about a survey of labor opportunities for women today, under stress of war, and I believe the proceedings of a conference the Women's Bureau held in January will be as useful as anything we can send at the moment, together with a statement on available woman labor supply. I am also enclosing copy of a speech made before the American Management Association, to indicate the type of investigations the Women's Bureau has been making, and to give you more detailed information about women's jobs in the war factories in case you want to go into this and where there are definite statements about our desire to see women in the supervisory positions. Accompanying it is a table listing women's occupations, classified according to how extensively women might be used.

There is little we can say at present on how great the advance will be for women in the industrial life of the Nation. The question is complicated because of the differing labor needs in various sections of the country, and because certain decisions are not yet known here in Washington (how wide the deferment of men will be on occupational grounds).

There is some discussion for registration of women. You may be interested to know about the experience in Great Britain along this line. At two different times the Government announced a registration for all women, with their occupational skills noted, etc. Each time the women came forward voluntarily for registering, and then waited to hear where to go to find work. They quite naturally believed they were needed immediately, or else the Government wouldn't be registering them. However, the jobs were not forthcoming. Finally, the time came when women were needed, and when the call was issued, not enough women responded, and so compulsory registration and conscription have been resorted to.

I do not feel the time is yet here in this country for registration,-or conscription. The present unemployment situation for women is still very serious in certain areas in the country, and until these have been absorbed, and, further, until jobs are found for women who already are asking voluntarily for factory war work (out of a patriotic motive), nothing should be done in the sense of conscripting women for such work. I believe, in general, plenty of women will be found ready at any time for employment in the factories. Until recently they have not been given equal chances with men either for the vocational training courses for defense jobs, nor for the jobs themselves. This, of course, is not true for all employers, nor for every locality in the country, but the picture as a whole is as I have stated it.

I do not say that there will not be a time coming when we may have to resort to registration and conscription - but I do not foresee any such need for the immediate future.

There will probably be a need for farm labor this summer, as a shortage of help has been predicted, but I believe this problem should be handled by the local communities, and women recruited when necessary, on a voluntary basis through a local committee. There is an agency in each State, called the War Agricultural Board, which in co-operation with the United States Employment Service, can determine the needs.

Professional positions for women, while in a much different category from industrial jobs, are not so easy to evaluate regarding immediate changes ahead. If nurses are considered as "professional", the need for them is so great that some public funds have been provided to pay tuition of girls who would like to take nurses' training but who are unable to financially. Women doctors, lawyers, teachers, architects will find wider opportunities as their male colleagues go into Government jobs or into active combat service. There may be a greater time lag here than for women who wish to get into factories.

With regard to the work of your committee, I think you can encourage every club to keep informed of conditions in its own community area, so that all of us can have first-hand information as to what is happening to increase women's opportunities.

Sincerely yours,

Mary Anderson, Director

MFW:LB

British Experience concerning registration of women

Statement made by Miss Anderson in a letter March 23, 1942.

As to registration of women on a nation-wide scale, at present, you may be interested to know about the experience in Great Britain along this line. At two different times the Government announced a registration for all women, with their occupational skills noted, etc. Each time the women came forward voluntarily for registering, and then waited to hear where to go to find work. They quite naturally believed they were needed immediately, or else the Government wouldn't be registering them. However, the jobs were not forthcoming. Finally the time came when the women were needed, and when the call was issued, not enough women responded, and so compulsory registration and conscription have been resorted to.

EXTRACTS FROM A LETTER
TO F. W. HUNTER, CHIEF OF THE FARM PLANNING SECTION,
UNITED STATES EMPLOYMENT SERVICE, WASHINGTON, D. C.,
FROM L. C. STOLL, STATE DIRECTOR, U.S.E.S., PORTLAND,
OREGON, DATED 2/21/42

Governor Charles A. Sprague appointed Mrs. Sadie Orr Dunbar as State Director of an Inventory of Womanpower in Oregon.

A State sponsoring committee of 24 women, each representing a section of the State, or some important State organization of a civic nature.

County Chairmen - 36 women, one for each county in the State, each chosen for her leadership and organizational ability, serving on County Committees with office managers of local U.S.E.S., and a recording secretary furnished by the local Employment Office.

Precinct Captains -- about 30 to 40,000 for every precinct in the county.

Board For Mobilization of Women, part of State Advisory Council, U.S.E.S.

Organization

After several months of preparation, meetings, rallies, culminating February 9th in Portland, inventory forms were distributed by 6 to 7,000 volunteer workers who were given identification cards signed by the Governor and the State Director of U.S.E.S.

The house-to-house canvas began February 16th and lasted ten days. Cards were turned in to local sub-chairmen, who after their checking returns against cards distributed, turned them in to the county chairmen who, in turn, referred them to the U.S.E.S. in her county, where they are now being tabulated.

The Central Control Office: 401 Woodlark Building, Portland, Oregon.

Funds provided by the Social Security Board.

Early indications are that we will have registration of over 95% of all women over 18 years of age in the State of Oregon, and the majority of those who are unregistered are being accounted for by inventory forms marked "refusal", "Out-of-state," etc.

The census is now nearly finished and I believe it will be a complete success. In my opinion we will have registrations of over 100,000 women who will be available for agricultural work in Oregon this summer.

OREGON II

MOBILIZATION OF WOMANPOWER

Funds for inventory supplied by Social Security Board for office expenses, printing, etc., to find out about reserve labor for industry, agriculture, business.

Policy:
In general, women will not be called until available manpower is used to the fullest extent, and exployment emergency exists.

Object:
To prevent disruption of normal business which would accompany general exodus of men.

Training:
Limited number take courses when certainty of need and eventual employment is assured. First course in aviation sheet metal.

Classifications:
(1) Skills more important to Defense and War than what they are now doing.
(2) Second skills which may be developed when needed.
(3) Potential skills - willing to be trained.
(4) Fit into places vacated by men.

Mobilisation of Women

INVENTORY: Some of the Questions asked:

Now employed ? Married with children ? Married without children ? Single ?

Not employed ? Willing to be ? How many hours ? Skills ? Willing to take training ?

Age Groups: Over 45: 26-45 18-25.

"THIS IS NOT A REQUEST FOR VOLUNTEER SERVICE. YOU WILL BE CALLED ONLY IN CASE OF ACTUAL NEED OR WHEN YOUR PARTICULAR SERVICE IS CONSIDERED NECESSARY. If called, you will be interviewed by your local employment office. Employment will be paid for at prevailing wage rates."

THESE ARE SOME OF THE PLACES WHERE WOMEN MAY BE ASKED TO WORK:

Box Factory
Plywood Plant
Furniture Plant
Saw Mill
Paper Mill
Planing Mill
Cook House

THESE ARE THE TYPES OF PART-TIME DOMESTIC JOBS:

Cook
Nurse
Waitress
Hotel
General Housework.

AGRICULTURAL OCCUPATIONS — PART-TIME OR FULL-TIME:

Harvesting:		General:	Canneries:
Berries	Sugar Beets	Dairy	Fruit
Hops	Peas	Handling Dairy Products	Vegetables
Fruit	Lettuce	Turkey picking	Fish
Potatoes	Beans		
Packing			

WHAT EMPLOYMENT WOULD YOU TAKE? (Check)

Aircraft _____
Aluminum factory _____
Munitions plant _____
Automotive " _____
Communications _____
Machinery Mfg. _____
Firearms Mfg. _____

WHAT TRAINING WOULD YOU TAKE? (Check)

Industrial chemistry _____
Machine Tool Mfg. _____
Machine Models & Patents _____
Other metals Mfg. _____
Electric Supply Mfg. _____
Mfg. professional Scientific Instruments _____
Textile Mfg. _____

726
1942

COPY

Following is a brief outline of the organizational plan involved in the setting up of the state system for the taking of a house-to-house inventory of women in Oregon:

(1) Selection of Mrs. Saidie Orr Dunbar, State Director. This appointment was made by Governor Charles A. Sprague upon recommendation of Mr. William A. Bowes, who is chairman of the State Advisory Council, which functioned in connection with the Oregon State Employment Service and the State Unemployment Compensation Commission. Since the federalization of the Employment Service this Council now functions only in connection with the Unemployment Compensation Commission.

Mrs. Dunbar was chosen because of her state and national leadership among women.

(2) Appointment of the State Sponsoring Committee by Mrs. Dunbar. This committee was comprised of 24 women each representing a section of the state or head of some important state organization of a civic nature.

(3) Appointment of a county chairman in each county by the state director. This entailed the selection of 36 women, one for each county in the state, each chosen for her leadership and organizational ability in her respective county.

(4) Creation of 36 county committees comprising:

The county chairman;

The office manager of the local United States Employment Office and a recording secretary furnished by the local employment office.

Under each county organization was set up a sub-committee consisting of sub-chairman or precinct captains for every precinct in the county. These selections were made by the county chairman in each county.

(5) Distribution of inventory forms to each local employment office where the cards were stamped with the return address of that particular office. For example, all cards delivered to Jackson County for use in that county were stamped with the return address of the United States Employment Service in Medford, Oregon. The cards were then divided and packaged by the local employment office with the aid of voluntary workers, for distribution in the county according to the instructions given by the county chairman.

(6) Cards were distributed under the supervision of the county chairman with the aid of volunteers so that each voting precinct was supplied with a sufficient number of forms as estimated by the workers in that particular precinct.

(7) Between six and seven thousand volunteer workers who were assigned to specific areas were supplied with work kits and inventory forms as well as identification cards signed by the Governor and the state director, commenced the state-wide registration on Monday, February 16.

(8) The completed inventory cards were first returned to each local sub-chairman who checked each worker in to see that all cards had been returned properly filled out and to be sure that no women were overlooked in her precinct or area.

The local chairman in each community then checked in with the county chairman when her area or town was completed.

(9) Each county chairman then turned over to the office of the United States Employment Service in her county the completed cards for that county with a report of those persons whom the field workers were unable to reach or who had refused to fill out the form.

(10) The cards are now being stamped with the Employment Office number of the office to which they belong and from which office they were released. For example, all cards released from the Portland office are now being stamped:

E. O. #10.

Following that each card will be serially numbered in the space provided in the upper right-hand corner for identification purposes, upon the completion of the sorting and numbering all cards will be forwarded to the central office for machine and hand tabulation.

(11) Completed cards that were delayed or for some reason did not come in during the survey will reach their proper employment office, if mailed, since they are already stamped with the return address of that particular office from which they were released.

(12) Upon the completion of the machine and hand tabulation all data will be correlated in manual form for the use of the administrative office, central clearance office, and each local employment office of the USES and can be broken down to individual, precinct, city, county or state levels of detail. The cards will then be returned to their proper local employment office where they will become permanent records. Plans have been completed for a machine tabulation of the most important parts of the inventory form, the balance which will be hand tabulated is being taken care of by volunteer help from the civilian defense office.

A Central control office was temporarily established at 401 Woodlark Building in Portland. This office consisted of:

The state director;
Assistant director;
Informational Representative;
Four stenographers.

Space was also provided for the local county chairman for Multnomah county. All correspondence, news releases and radio publicity were handled through this office as well as the organizational work needed in the setting up and proper functioning of the state plan.

A series of instructional and rally meetings were held in all counties in the state under the active supervision and participation of the state director. These meetings culminated in a state-wide rally meeting held in Portland on Monday, February 9, which was one week prior to the actual commencing date of the inventory itself. This meeting was held in the city auditorium in Portland. Governor Charles A. Sprague of Oregon and Miss Mary Anderson of the Women's Division of the Department of Labor, Washington, D. C., and Mrs. Dunbar, state director, were the principal speakers in support of the forthcoming inventory. These talks were broadcast by radio throughout the state.

Early indications are that we will have registration of over 95% of all women over 18 years of age in the State of Oregon, and the majority of those who are unregistered are being accounted for by inventory forms marked "refusal", "out-of-state", etc.

The census is now nearly finished and I believe it will be a complete success. In my opinion we will have registrations of over 100,000 women who will be available for agricultural work in Oregon this summer.

For your information I am enclosing two newspaper articles together with a set of instructions for completing the form, a pamphlet "Questions and Answers", and an identification card furnished to the

worker, a sample of the inventory form, and one of the completed inventory forms itself which I thought might be of interest to you.

Sincerely yours,

L. C. Stoll, State Director,
UNITED STATES EMPLOYMENT SERVICE

ADVANCE RELEASE ADVANCE RELEASE

Schroeder - WMC - 2036 PM-4490

WAR MANPOWER COMMISSION

ADVANCE RELEASE:
For Thursday Afternoon Papers,
December 23, 1943.

Cleared and Issued
Through Facilities of the
Office of War Information

Regardless of any priorities set up in local employment stabilization plans, all honorably discharged members of the armed forces--both men and women-will be helped to find a job to their liking, Paul V. McNutt, chairman of the War Manpower Commission, said today.

"It can be assumed that the majority of returning veterans will prefer war jobs but no restriction must be placed on anyone who chooses to accept other work, particularly work promising greater permanency," Mr. Mc Nutt said.

All United States Employment Service offices have been instructed that, upon the request of a veteran, they shall refer him to any job opening in which he is interested and for which he is qualified for his initial civilian employment.

This same freedom of choice is to be accorded veterans for a period of 60 days after they have accepted their first job. In other words, if the veteran takes a job and is dissatisfied, he has the privilege, for 60 days, of seeking other work. The Commission insists that the veteran be given every assistance possible in making a satisfactory adjustment to civilian life, Mr. Mr. McNutt said.

X-24107

Reid
12/7/43

RECRUITMENT OF WOMEN FOR WARTIME EMPLOYMENT

The past two years have witnessed some remarkable changes in the employment of women. Their relative importance in the labor market, in terms of actual numbers and types of occupations which they now hold, is in itself testimony that a tremendous adjustment involving the abandonment of traditional occupational patterns for women has been accomplished. This adjustment has been characteristic of both labor demand and supply. Industry opened the gates to women in activities formerly closed to them as the reality of male labor shortages slowly but surely made itself felt on management. Mushrooming war industries in 1941 and most of 1942 found more than enough women ready to fill the limited number of job opportunities cautiously made available to them. Attractive wage rates, glamour-inspiring publicity, and a desire to participate in the war effort combined to give us a surplus of womanpower available for employment. The problem in the early stages of war production expansion was to persuade employers to draw on local female labor in greater measure than they were doing.

The story of women in the aircraft plant, in the shipyard, in the gun factory, caught the public's fancy at a quicker pace than the actual labor market conditions warranted. In the spring of 1942 there were rumblings of a national registration for women. These rumblings came to naught, but the move for recruitment campaigns was on its way. The one feature most characteristic of these early drives was their initiation far in advance of any large-scale demand for women and without much of any relationship to the prospects for placing the women who were recruited. In February 1942, a state-wide registration drive was conducted in Oregon. Although the Women's Mobilization Board working with the USES did a magnificent job in registering 80 percent of all women over 18 years of age, opportunities for the placement of women were not good except in agricultural, clerical and service occupations. Even in these fields, there were indications that demand was still lagging behind the available supply. In May 1942, the United States Employment Service and the Women's Activities Committees of the Connecticut State Defense Council conducted a campaign for the purpose of providing the USES with a pool of potential women workers who would be available when the anticipated demand became a factual demand. At the time of the campaign, the Employment Service was not experiencing any difficulty in filling job orders placed by employers who were using women.

There was also a tendency to conduct recruitment drives for women to relieve artificial labor shortages created by restrictive employers' hiring specifications, low wages, or substandard working conditions. For example, New Bedford had an enrollment campaign in the fall of 1942 to recruit additional women although analysis of the labor market situation revealed that the manpower shortage resulted from low wage rates and unreasonable hiring specifications.

However, with accelerated military withdrawals and expanding production, the need for additional women workers soon became very real. Major impediments to the increased employment of women, diminished as employers' reluctance

to hire women changed under the impact of an almost nation-wide shortage of male labor. The need did not develop simultaneously in all areas--nor does it exist with similar intensity in all places. Nevertheless, areas with industrial activities which lend themselves to the large-scale employment of women soon absorbed in employment all women who were seeking work or who could be readily attracted to the labor market. One area after another had to resort to intensive recruitment methods to meet their demands for women workers. Intensive recruitment of women--or the application of recruitment techniques and methods designed to place women in jobs which they would otherwise not be persuaded to fill is rapidly becoming a normal phase of USES operations. It includes programs to transfer women, as well as men, from less essential activities to war-useful employment. A very significant shift within the female labor force has already occurred, chiefly in response to higher wage rates of war production plants. However, the importance of continuing this process cannot be overlooked in view of the fact that most of the additional women who are to be added to the labor force will be marginal and therefore less stable workers, whom less essential activities can better utilize with least disruption to our production requirements.

Because labor force requirements indicate the need for additional women, recruitment programs for women have and probably will continue of necessity to emphasize recruitment from our only remaining sizeable reserve, the women not customarily employed. The methods which have been utilized to meet the demand for women workers are as varied as the labor market conditions which prompted them. Nor has one technique been applied in an area to the exclusion of others. As the need becomes more acute, so the methods must show greater ingenuity.

The first and basic phase of any recruitment drive is a sustained public information program to explain to potential women workers what action is desired of them and the need for the action which has been taken. There are probably very few areas which have not by now attempted to recruit women by the usual publicity media, such as the press and the radio. This phase is definitely "normal operations" now--although by no means always "effective operations."

Continued and sustained publicity has been the backbone of other recruitment devices in Baltimore for well over a year now. Many areas in Connecticut have had extensive newspaper and radio advertising campaigns. Only a few months ago Portsmouth, New Hampshire inaugurated a publicity campaign to recruit women workers as mechanic learners for the Portsmouth Navy Yard with the need being met in short order. On the other hand, a similar campaign initiated by the WMC and the Chamber of Commerce to recruit housewives for employment in Schenectady proved disappointing.

A number of areas have attempted very intensive publicity for a campaign of short and specific duration. For example, last summer Portland, Oregon sponsored a "Working Women Win Wars" week during which time the need for women workers was publicized by spot announcements on the air, radio skits,

full-page newspaper advertisements, out-door billboard advertising, posters, and slides and tableaux in the leading theatres. During this week the larger department stores displayed living exhibits depicting some of the occupations in which women were employed locally. To have continuing effectiveness, such brief drives must be followed up by more sustained programs.

Special women's recruitment centers have been established in several areas. Baltimore, Cleveland and Buffalo have such branches of the local offices in the heart of the downtown shopping centers. A similar office was opened in downtown Hartford in February but closed early in May because of lack of applicants. The value of these special offices is questionable inasmuch as they present a real problem in coordinating their activities with those of the main office and in allocating most effectively the additional labor supply. In addition, it has been found that a large percentage of the women who register have already been registered at the main office. More desirable is the establishment of branch offices, in neighborhood areas, as was done in Cleveland, for the recruitment of women for nearby plants. In connection with the house-to-house canvassing in a Federal Housing Project, Portland set up a temporary office in the center of the project for one week.

Do not cite. Experience is too recent to judge

Information booths staffed by local office personnel and from which referrals are effected directly have recently been located in a number of department stores in Louisville, Kentucky. Results have varied roughly according to the exclusiveness of the store, the more exclusive ones reporting the least interest. Temporary booths which function in connection with manpower or other exhibits have been used on special occasions in a number of cities including St. Louis, Denver, and Washington, D. C.

A number of areas have sent itinerant recruiters to outlying communities. The Rock Falls, Illionis local office sent itinerant recruiting crews to 29 communities. Applicants attracted by advance publicity were interviewed by local office staff members and were referred to employer's representatives on the spot. To help staff Goshen, Indiana's war plants, recruitment was conducted in 14 towns in the nearby vicinity. In July, Montana had a recruitment staff touring 55 cities to recruit workers for essential employment throughout the State. Originally intended for recruitment of non-ferrous metal workers, it has also been used to find men and women for other types of employment.

In contrast to the methods used to persuade women to apply for employment at the local office, or to register at designated places (as was done in Seattle and Saginaw) are the more personalized methods of reaching women in their own homes. Attempts at area and even State-wide registrations were begun as long ago as early 1942 and were conducted under a variety of procedures. The first one held in the State of Oregon relied on volunteer workers to distribute registration forms which were filled out and returned to the Employment Service and filed in the local office.

Here all women were registered whether or not they were available for work. In Connecticut the "Work for Victory" campaign was conducted along with the registration for sugar rationing. In this case forms were filled out only by those women who were willing to take jobs. In Evansville and Akron registrations were also restricted to those interested in employment only, with a door-to-door census conducted by volunteer workers.

Detroit, which had its enrollment campaign in August 1942, was the first area to use post office distribution of the registration schedule so that all women in the area could be reached. Civilian Defense volunteer workers then followed up this distribution urging the women to submit the forms and answering such questions as arose. This pattern of distribution was used frequently within the next 4 or 5 months as campaigns were initiated in some 6 areas of Massachusetts; in Rochester and Buffalo, New York; Bristol, Rhode Island; and Dayton, Ohio. Where follow-up procedures were used, volunteers did the follow-up work.

For a number of reasons--most important of which was the fact that the results of an enrollment campaign did not seem to warrant the time and energy spent in conducting it--it has been recommended that they be eliminated. Consequently, registration drives which aim to enroll all women in an area have not been initiated in recent months with the exception of Syracuse. Here, in connection with a special census taken in Onondaga County during August and September, women's enrollment schedules were distributed to all homes by civilian defense workers. The schedules were forwarded to the local office as they were separated from the census reports. About one out of every three women called in for interview responded. Although this was the average reported in other enrollment campaigns, local office authorities felt the response was very disappointing and discontinued further call-ins until other plans could be formulated to contact those who indicated availability.

House-to-house canvassing spread over a period of time and designed to recruit women in accordance with the demand has been conducted in several areas. In Baltimore, this was begun early in 1943 and extended over several months during which period 78,000 forms were distributed to women by OCD block leaders. Seven thousand women indicated availability for employment. All of these received a letter requesting them to visit the local office and as many as 1,000 were followed up by personal visits. In St. Louis, Missouri, the OCD block service was also used in a door-to-door canvass for women workers over a period of several months, with questionnaires accepted only from those women who were interested in employment. Although Baltimore failed to meet its demand for women workers, St. Louis was apparently more successful.

Experimental registrations were held in limited sectors of some areas. Philadelphia had enrollment forms distributed by volunteer workers in 3 sections of the area with unsatisfactory results; consequently, this procedure was discontinued. In Milwaukee, 20,000 schedules were mailed to women in certain designated areas, with follow-up calls by Employment Service personnel assisted by Civilian Defense block leaders. Although the results of the campaign were fairly satisfactory, further distribution was not undertaken.

Subsequent house-to-house canvassing by local office interviewers appeared more fruitful and permitted direct recruitment in the vicinity of a particular plant at the time when the workers were actually needed. Two experimental recruitment drives were undertaken in Portland, Oregon in April 1943. One was a house-to-house canvass by Civilian Defense volunteer workers; the other was a similar canvass undertaken by Employment Service personnel. The volunteer workers covered 2,000 homes in 10 days with extremely disappointing results. Only 22 applicants appeared at the local office for interviews and 7 were actually referred to work opportunities. On the other hand 4 interviewers from the Portland local office visited 1,400 homes in the Vanport Housing Project, resulting in 455 registrations at the branch office established at the project. Of these, 67 percent were referred to jobs and 23 percent to training. Despite the variance in results which preponderantly favored continued recruitment by local office staff, it was decided to enlist again the cooperation of the Civilian Defense workers in conducting a county-wide house-to-house recruitment drive in June, since this organization expressed greater willingness to conform to War Manpower Commission policies and instructions.

House-to-house canvassing with referrals to employment made directly from the home has been undertaken with good results in certain sections of Cleveland. Milwaukee is now following a similar practice and has 5 woman interviewers visiting about 50 homes each day. During the month of October, 4,700 calls were made, with 412 women found to be available for work and 86 referred to employment.

In addition to house-to-house canvassing carried on independently, home visits have also been made in connection with follow-up procedures for enrollment campaigns. The use of volunteer workers and local office staff in this connection has already been referred to. An interesting variation on this procedure was inaugurated in New Britain where a modified enrollment was held early this year. Women who failed to respond to letters inviting them to call at the local office were visited by women workers selected from local war production plants and trained by the USES. These interviewers made 5,000 visits and persuaded close to 1,000 prospective applicants to call at the local office. Niagara Falls similarly trained a number of local women workers to call on those women who had indicated availability in the previously conducted enrollment campaign but who had failed to respond to call-in for interviews.

The appraisal of the relative merit of the various techniques which have been utilized to recruit women is extremely difficult for several reasons. First, the change in the trend of placements of women by the local office is an inadequate measure of the full effect of recruitment efforts, since publicity activities stimulate women to seek employment directly at establishments where job opportunities are known to exist. To what extent, accessions may be attributed to intensive recruitment can hardly be determined. Secondly, the relative success or failure of any one method may not attest to the soundness of the method itself but to the manner of its application. Accordingly, we find that enrollment campaigns conducted roughly along similar procedures, showed

considerable variation in the proportion of returns to total distribution, response to call-ins and the proportion found available for referral after being interviewed. Consequently, it would be very specious to maintain that because a certain technique has proved satisfactory in one area, that it can be applied with equal success in another. It would be similarly fallacious to argue the reverse. No one method can be the best or most adequate solution in all areas, because the situation varies so in terms of population, labor force and community characteristics, nature and size of the demand, and industrial composition of the area. Inadequate educational publicity resulting in continued inertia on the part of potential workers to taking employment is likely to insure the failure of any specific technique. Furthermore, an area which has already almost fully utilized its estimated potential reserve of female labor will find it extremely difficult to achieve further significant increases.

Nevertheless, it has been possible to discern desirable and undesirable features characteristic of the recruitment methods which have been employed. To guide operating personnel in the field, several documents have been released at Headquarters level pertaining to the recruitment of women. These include a recruitment campaign plan book, "America at [illegible] at Work" which is a handbook for use by Regional and State Information [illegible] and area and local office personnel in planning and conducting an intensive public information campaign for recruiting women. The plan book covers all avenues of publicity which might be explored to advantage and includes sample campaign materials. The new part of the USES Manual on "Special Wartime Activities" has a section on recruitment and transfer of workers with some special reference to women. An operations bulletin released in January 1943 on Planning and Conducting a Campaign for the Enrollment of Women is no longer effective since the elimination of such campaigns was recommended.

Statistics Division
Reports and Analysis Service
War Manpower Commission
December 2, 1943

ADVANCE RELEASE -------- ADVANCE RELEASE

OFFICE OF WAR INFORMATION

Advance Release: For Tuesday Afternoon Papers, November 23, 1943

Harrington - 72804 NB-1751

Methods used in nine labor-tight areas to mobilize women for war work were summarized today by the Office of War Information in a survey based on reports by the War Manpower Commission and the Office of Civilian Defense.

Reports covering womanpower campaigns already conducted show that thousands of women have taken war jobs as a result of concerted drives on the part of WMC and community groups to focus attention on need for women in war jobs. Response has been greatest, it is revealed, where the women are told of the relationship between the war and the job they are being asked to do. Also the reports show that best results have been obtained when important groups in the community mobilize behind the campaign - women's organizations and other civic and volunteer groups, defense councils, newspapers, department stores, radio stations and theatres, as well as the U. S. Employment office of the WMC. Community action to relieve, where possible, working women of the problems that might prevent their continuance at work once they have taken a job also facilitates employment of women.

Bureau of the Census figures show that mounting manpower needs have cut labor reserves - as represented by number of unemployed - from 7,400,000 in October 1940 to 700,000 as of October 1943. The absorption of able-bodied men and utilization of women normally employed leave housewives and women not generally employed the chief major source of additional workers to offset military drains and continued manpower demands. Though the number of women employed has increased from 10,800,000 in October 1940 to 16,400,000 in October 1943, WMC estimates that an additional one million women are needed to round out shortages and keep production at full peak.

Because shortage of labor is felt most acutely in war production areas where normal reserves are exhausted, community-wide campaigns to guide women into full-time or part-time jobs in war factories or essential industries play a useful part. In particular, they serve to expand the labor supply within the community without increasing the burden on housing and community services.

Some of the means for recruiting women cited by these reports include special recruiting booths, such as those set up in Cleveland, Buffalo, and Erie; department store displays of war material showing women actually at work on machines, like those in Portland, St. Louis, and Philadelphia, and door-to-door canvassing, as done in several cities. Establishment of training courses for women has helped greatly.

X-23049

(over)

The need of such continued campaigns is indicated by the number of women required for war jobs in scores of industrial cities. Newark, N. J., for example, must recruit 40,000 women by the first of the year; Philadelphia, 39,000; Plainfield, N. J., 1,000; Erie, Pa., 5,000; Williamsport, Pa., 1,000; Akron requires 5,500 and an equal number of men. Results in communities where womanpower campaigns have been or are being conducted show how coordinated community activity aids such recruitment.

Cleveland's campaign to get more women in war-supporting jobs is being carried to women through press, radio, motion pictures, posters, leaflets, speeches, and house-to-house canvassing. In September alone 6,000 women were placed in war jobs. Recruitment booths, manned by USES placement officers, were set up in seven large department stores, where women interviewed were referred directly to war plants and services needing them. Cleveland also organized PTA committees to feed and care for children of working mothers during school lunch hours. Six thousand OCD block leaders interviewed homemakers and wartime jobs, including part-time employment. In addition, members of women's organizations have taken on, as a club project, part-time work as hat check girls, tea room hostesses, and other activities where labor shortages are acute.

Of the 825 women referred to employment from USES booths in department stores in Cleveland, 135 went to war plants, 62 to hospitals, 392 to department stores, 39 to restaurants, 12 to laundries, 36 to miscellaneous stores, including drug stores, 7 to grocery stores, 11 to trucking companies, 16 to the city transit company, and others to hotels, dry-cleaning establishments, colleges, schools, etc. The majority of the 3,019 Cleveland women referred during the first half of September, however, went to war plants.

In Buffalo, N. Y., war production rallies, newspaper articles, radio programs, billboards, posters, streetcar advertising cards, window displays, movie trailers and pamphlets carried the appeal to women to enter wartime service. The recruiting center, designed as an attractive Cape Cod cottage was manned by USES interinterviewers. Besides providing a place to interview prospective employees, was used by manufacturers as a display center for products of Buffalo's war plants. Personnel representatives explained the type of jobs at their plants and urged women to sign up for work.

Portland, Ore., one of the nation's tightest labor areas, reduced its workers-wanted list at the local USES offices from 35,000 to 17,274 through a campaign lasting several months. In the first three days, 3,000 women signed up for war production free training classes.

During one week -- designated as "Working Women Win Wars Week" -- downtown Portland took on many aspects of a county fair in a city-wide campaign stressing the importance of the community's war effort in order to induce more women to take war jobs. Forty downtown stores devoted window displays to the campaign. One store, which set up a cannery exhibit from which USES officials made six radio broadcasts, induced 500 men and women to sign up for work in canneries, which needed help in canning the season's cherry crop.

St. Louis referred more than 31,000 women to wartime jobs during a campaign last summer. St. Louis merchants and newspapers cooperated by contributing publicity. Twelve thousand OCD block leaders canvassed the city for part-time and full-time workers. A department store donated space on its premises to war plants for exhibits manned by workers actually producing war materials on machines, thereby showing women the work they were being asked to do.

Similar campaigns have been conducted in many other cities, War Manpower Commission records show.

Erie, Pa., started its campaign in October to get 5,000 more women workers. One thousand were obtained immediately. The remainder are needed at a rate of 300 a week. Erie has opened a women's recruitment center in its shopping district, where local war industries take turns exhibiting their products. The center is staffed with women interviewers from USES and the rental is paid by an industrial committee cooperating with WMC.

Philadelphia has set up recruiting stations in the residential districts near USES offices and literature explaining the need for women war workers in the area is being distributed door-to-door. An "Ordnance for Victory" show, sponsored at a department store by the Philadelphia Ordnance District resulted in 450 women being referred to war jobs.

Wichita, Kan., placed 8,000 women in wartime employment in three months, 6,000 going into local airplane factories.

Akron, Ohio, in two womanpower campaigns, added 14,000 employees in 10 months to the 60 leading war plants in the area. Women war workers in Akron increased from 23,602 in September, 1942, to 28,251 in May, 1943. A decline in the number of men employed in Akron has now necessitated further recruitment of women.

A woman-power campaign launched in Cincinnati by a local womanpower committee under auspices of the War Manpower Commission reached a goal of 5,500 women placed in war jobs in three weeks. A special woman-power recruiting office was established to interview applicants. Sub-committees were appointed to meet problems like child care and discrimination.

Washington Daily News. October 4, 1943.
"They've Botched the Manpower Problem",
CLARE LUCE BLASTS DRAFT-THE-GALS IDEA

With the threat of national service legislation booming in the background during current discussions of manpower mishandling, Rep. Clare Luce (R., Conn.) today had gone on record, lashing out against wholesale conscription in general and drafting of women in particular.

"They've made a botch of the whole manpower problem so far and there's no sign they can handle conscription of women any more intelligently," she declared.

"When Manpower Commissioner McNutt himself says there is a 25 per cent waste of labor, I don't believe the time has come for national conscription. There is no such thing as a manpower shortage anyhow - it's a labor shortage."

"Of course, if the President says we can't win the war without a general draft that's another matter.

"If you start to conscript human beings, you've got to go the whole hog," she declared. "You'll have to draft capital, wealth and profits. To be fair, you've got to take over factories, transportation, homes and automobiles.

Martial Law Simpler

"It would be simpler to put the whole country under martial law," she concluded.

Mrs. Luce is unalterably opposed to drafting women with children under 14. "I'd rather see the unions go on a 55-hour week," she said. "The men on the home front must do more sacrificing before there's any talk of taking the mothers. A least some of the 8,000,000 childless women over 43 could be used.

"If the War Manpower Commission succeeds in its present campaign to put more women to work, 25 per cent of our young mothers soon will be holding down jobs. It didn't work in England. When the mothers went off to work juvenile crime and delinquency took a jump."

Favors Service Draft

There's one kind of woman-draft Mrs. Luce would favor. That's conscription of single, able-bodied women between the ages of 21 and 35 without domestic or other responsibilities for service in such organized bodies as the WAVES or the WACS.

"These women can serve their country under circumstances that will not subject them to health and morals hazards that could be expected if they were moved around the country to work in private industry," she explained. "I'd rather see my 19-year old daughter shipped to Africa than leave home to work in a war plant in another city without supervision."

Mrs. Luce can't forget War Manpower Commissioner McNutt admitted last spring before the House Military Affairs Committee that if the Austin-Wadsworth national conscription bill was passed it would become essentially a measure to draft woman labor.

~~Rafferty~~
~~Lapham~~
Robinson

FORBES , October 1, 1943. "Ten Tested Ways to Recruit Workers," p.16, by Cy Norton.

1) Make a house-to-house canvass. Hartford, Conn. aircraft factories found this method successful.

2) Set up special "recruiting offices." Mass. achieved excellent results in this way.

3) Advertise in cars and buses. (Hudson Motor Car Co., Detroit, gets results in this way.

4) Advertise in newspapers. (Strive for new and unusual approach. Actual percentage of war work should be stressed. Some companies such as Carnegie Ill. Steel, Pittsburgh, extend their newspaper advertising to a 2 or 300 mile radius, sending men to various localities to interview applicants on the spot.)

5) Make greater use of booklets. (The Bailey Motor Co., Cleveland, uses this method effectively. For example, a sample, 16-p. booklet called "War Work for Women" was printed. It had 2 objectives: (a) To sell women on the idea of war work; and (b) To sell them particularly on Bailey war work. Booklets were given to employees who showed them to their wives, sisters, etc. Copies were also mailed to certain select neighborhoods.

6) Use the Radio (Thompson Aircraft Products, Cleveland, has a highly effective radio recruiting drive. Thirty minutes of music split up with interviews with the company's own employees. Workers are questioned so as to elicit information on the simplicity of their jobs, the attractive conditions in the plant, transportation facilities, etc.

7) Call on the USES

8) Appeal to high schools and colleges. (a) Go directly to the teachers and ask the names of students with the highest grades; (b) Follow the method used in Indianapolis, where industry presents the war story and the need for war workers at the school's final sessions. These methods may be just as effective during school terms as in vacation time, since students can work half shifts.

9) Call on Women's Clubs and Church Groups. (Have speakers appeal to such organizations.

CRR:WMC, 2037

OFFICE OF WAR INFORMATION
WAR MANPOWER COMMISSION

PM-4287

For Immediate Release
Tuesday, January 19, 1943

Holders of war contracts who need workers with certain important skills are requested to make these requirements known at once to all local offices of the United States Employment Service, the War Manpower Commission said today. The twenty-five special skills for which an intensive recruitment drive is being undertaken are:

Airplane skin man; airplane subassembler, ammunition inspector, ship assembler, metal work bench hand, bus driver, ship carpenter, cord wood cutter, crane rigger, cylindrical grinder operator, ship driller, electrician (ship), flanging press operator, internal precision grinder, outside machinist, metal operator, internal precision grinder, outside machinist, metal chipper, milling machine operator and milling machine operator (all-round), explosives mixer operator, radio chassis assembler, rough or finish ship painter, plate hanger, automatic or semi-automatic screw machine operator, tack welder, and licensed marine engineer.

A nation-wide search for men and women who have ever been employed in these occupations or who are now engaged in such work in non-war industry is now proceeding and will be continued until February 28. Appeals to persons so qualified to register at their nearest United States Employment Service office are being made by radio, by special posters, and through the press and various national magazines.

Available openings for such workers, if listed immediately, will enable the United States Employment Service to refer such workers as may be discovered to specific jobs without delay. This procedure will assure the placement of needed men in important war industries, the Commission points out.

X-8923

ADVANCE RELEASE

Greenblatt - WMC 2037

OFFICE OF WAR INFORMATION
War Manpower Commission

WOMEN'S BUREAU
PM-4280 1943
DEPARTMENT OF LABOR

ADVANCE RELEASE: For SUNDAY Papers, January 17, 1943

Comprehensive plans for the voluntary mobilization of American womanpower for war employment were announced today by Paul V. McNutt, Chairman of the War Manpower Commission. Mr. McNutt's action was taken upon the recommendation of the Women's Advisory Committee which met in Washington on January 12 and 13.

The plans will be varied area by area according to local labor needs. Mr. McNutt pointed out that there were three types of areas which must be dealt with by the Commission. Every effort is being made to adapt mobilization plans to each local situation.

First are the areas in which there is still unemployment, and where no aggressive action will be taken to bring additional women into the labor market. National discussion of the need for women workers has unsettled the labor market in some of these communities and Mr. McNutt emphasized that recruitment of women is not needed everywhere.

Second are areas where direct recruitment of women is taking place through the United States Employment Service Offices. The women are brought to the offices or to special recruiting centers through educational efforts of the press, radio, local organizations, and the cooperation of local employers. They are referred directly to jobs, or to training courses leading to known jobs.

Third are areas in which the most intensive direct recruiting through educational methods reach the point of diminishing returns. As these develop, steps will be taken to voluntarily enroll women in order to obtain information as to their training, experience, availability, and other factors. This information will enable local manpower authorities to estimate their total potential supply of women workers and plan for other labor supply accordingly.

Mr. McNutt said that the decision as to when the third stage is reached would be made by the Manpower Area Director and with the advice of the Area War Manpower Committee. He pointed out that in even a labor market as tight as Baltimore, Maryland, direct educational methods have been effective in recruiting more than a thousand women workers a week through the Area Manpower facilities.

"No enrollment should take place in any area," Mr. McNutt said, "unless seven basic steps are taken. Enrollment will not be started:

"1. Unless effective measures to control migration of outside workers into the area, and to prevent pirating of workers are in operation.

"2. Unless there has been effective use of presently employed war production workers in accordance with the Manning

(over) X-8770

Table Plan and Manpower Analysis Studies.

"3. Unless the labor demand in the area cannot be met by one or more of the following means:

a. Full use of the present unemployed, including women regularly in the labor market, minority groups, and handicapped workers, so that those already seeking work will be hired before new women workers are recruited.

b. Transfer of already employed men and women from less to more essential jobs, making full use of the Selective Service occupational questionnaires for this purpose.

c. A thoroughgoing educational campaign leading to direct recruitment of women on an individual basis and referral to existing jobs, or training for known future jobs.

"4. Unless there is evidence of a sufficient local reservoir of women who can take jobs to justify the enrollment.

"5. Unless jobs have been analyzed in each plant by employers to determine those which women can fill. Reports are to be filed with the local U. S. Employment Service Office showing the number of women to be hired, the jobs for which they will be hired, the approximate hiring schedule, and the amount of pre-employment training required.

"6. Unless employers have agreed to hire women recruited by the enrollment in sufficient numbers so that a substantial proportion will be placed immediately and schedules for their future employment will be carried out.

"7. Unless Management and labor support the War Manpower Commission's Policy on Recruitment Training and Employment for Women Workers, as formulated by the Commission's Women's Advisory Committee.

Mr. McNutt explained that the program for local enrollment campaigns was based on a careful study of about 25 local recruitment drives which have already been held in communities throughout the country. Some of these were sponsored by Manpower and U. S. Employment Service officials. Others were held under local community auspices.

"This study showed clearly," Mr. McNutt said, "that special efforts to recruit new women workers should not be undertaken until after qualified unemployed people in the area have been placed. On the other hand, local women should be recruited early enough to forestall unnecessary migration of outside labor into the area, which results in overcrowding, and dislocation and waste of manpower resources."

Women with young children will be the last to be approached, the Chairman said. However, local manpower officials will take steps to

coordinate recruitment of women with local plans for child-care and other community facilities which will relieve women of the double burden of home and job responsibilities.

"Local women's recruitment campaigns will be conducted only in certain areas because the entrance of large numbers of women not now in the labor market will not be necessary everywhere," Mr. McNutt emphasized. "They will be undertaken as one phase of an over-all manpower program for the effective use of all labor in the area, and only after full use has been made of the local unemployed reserve.

"In areas where we know women will be needed they will be asked to enroll, voluntarily, to state their availability, qualifications for training, and employment.

"Local U. S. Employment Offices will ask all women in the area for information on their training, experience, and availability for work in essential war jobs and civilian activities. The women who indicate their availability will then be interviewed at the U. S. Employment Office and referred to jobs or training as rapidly as they are needed."

The Regional Manpower Directors, Mr. McNutt said, will be responsible for conducting all recruitment activities in every area to correspond with specific employer agreements to hire women. These agreements will detail the number of women to be hired, when they will be hired, and in what occupations.

Local manpower officials will also take steps to expand training facilities for the kind of training and the number of trainees needed in the area. On-the-job training for women workers, up-grading training for women foremen and supervisors and technical training will be included, the Chairman added.

Mr. McNutt emphasized that it is as important for women to take jobs in civilian trades and services--stores, offices, transportation, restaurants, laundries, child-care centers, hospitals--as in direct war industries.

"Maintenance of essential civilian industries and services is vital war work for which women are particularly well fitted," he said. "Not every woman will be needed in a war factory. In fact, 2 out of every 3 women workers will be needed in home front jobs."

Nat. Federation of Business &
Professional Women's Clubs

April 1941

CLUBS CONSIDER DEFENSE NEEDS

Business Women's Federation Report Warns of Pitfalls in Registration Plan

Formation of citizens' committees to meet community needs is one of the chief recommendations in the defense program for its members, just made public by the National Federation of Business and Professional Women's Clubs. The outline contains a warning against the general registration of women of the community unless plans are already worked out for making use of the abilities of the individuals who register.

As described by Dr. Minnie L. Maffett, federation president, in an accompanying letter to club leaders, "This program helps us to direct our impulses away from glamorous but feverish activities toward less dramatic but more fundamental endeavors to meet the present challenge.

"This choice of essentials is especially important for business and professional women who in addition to family responsibilities and the thousand demands of daily life have full-time jobs to absorb their time and energy."

Standards for Volunteers

One of the contributions which this group can make to programs, the outline points out, is to set and maintain standards of business efficiency for all volunteer activities.

Changing indifference into informed public opinion is one of the best ways to make democracy work, the plan suggests, and to accomplish this end, it proposes that clubs merge with other groups at such points where a wider public support for an undertaking is considered helpful.

"All over the country all kinds of groups are reaching that same conclusion," the federation states. "They see that we must unite our forces and direct them toward our common goal of a really democratic community. We must see community problems from as many angles as possible and use every one in solving them.

"Only thus can we transform our over-organized society of special interest groups into a cooperative whole."

A group action council on which are represented all types of women living in the community should be called for a discussion of local problems, and they should be asked to present their opinions as citizens rather than as spokesmen for a particular organization.

Citizens' Committee Suggested

A second step suggested is the formation of a citizens' committee on which are represented both men and women leaders. Using already existing material on community needs and resources, the group might then focus on the most pressing problems and work toward their solution. Integration of the work with local defense councils also is proposed.

The role of the club may then be to undertake responsibility for a particular part of the final program, such as providing services to enlisted men, if any are stationed in the vicinity; services to newly arriving industrial workers to supplement community facilities which are overburdened and service to civilians, such as guarding academic freedom and civil liberties.

(N.Y.Times, 4/13/41)

OPPORTUNITIES FOR SCIENTISTS IN GOVERNMENT WORK IN GEOLOGY AND GEOGRAPHY

From a speech by C. H. Birdseye, Chief, Division of Engraving and Printing of the Geological Survey, U. S. Department of the Interior, at the Men's Career Conference, Oberlin College, December 1, 1939.

In the short time available, there is no opportunity to define in detail the somewhat controversial questions "What is Geology" and "What is Geography?" All that I can do is to answer these two questions briefly in my own words, realizing that any teacher of either subject will probably question my definitions. These sciences are so inter-related that any student of either must understand the fundamental principles of the other. Both relate to the earth - geology to what is under the surface and geography to what is on the surface.

Geology is the science that treats of the constitution and structure of the earth and the operation of its physical forces.

Geography is the science that describes the surface of the earth, as to its size, shape, and locations of places on it, as well as to its climates, peoples, animals, and products.

This is enough of this attempt to define these two sciences, because what interests you are the opportunities that exist in government work in either field. In discussing government work, I shall limit my comments to the Federal Government and not attempt to discuss opportunities in State, county, or municipal governments.

Most of you know that the vast majority of employment in the scientific services of our Federal Government is based on the merit system, under which all permanent appointments are based on competitive civil-service

examinations.

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My own personal feeling is that scientists, particularly geologists in the Geological Survey, are interested in their professions as scientific careers in which they learn and disclose basic truths and help in their application to the general welfare of the country. The "turnover" of the scientific staff is ordinarily not very great, although the services of geologists are often sought by universities and by mining and oil companies.

Do not misunderstand me, however, by thinking that there are many Federal jobs open for geologists. The Geological Survey employs about 90 geologists on a full time basis, and several more on a part time or "when actually employed" basis. Most of the full-time employees are in the Geologic Branch of the Survey. A small number in the Water Resources Branch are engaged mainly in the study of ground-water problems, a few in the Conservation Branch are engaged in land classification and mineral leasing problems, and a few in the Alaskan Branch are engaged in studies of the mineral resources of Alaska. These geologists have all qualified through civil-service examinations. Most of them were appointed originally as junior geologists, whose present entrance salary is $2,000 per annum, and a small number, who had gained considerable experience before joining the Survey, have been appointed as assistant geologists, with entrance salaries of $2,600 per annum. Higher grades include associate geologist at $3,200, geologist at $3,800, senior geologist at $4,600, and principal geologist at $5,600. Only the highest administrative positions are in still higher grades.

Perhaps an average of only two or three junior geologists are added to the full-time staff each year under ordinary conditions, although 15 or 20 may be temporarily employed during the field season. The number of new employees at present is greater than usual, because of the 4-year program for the investigation of strategic mineral deposits as authorized by Congress before the close of the last fiscal year.

Experience with new recruits has shown that a broad firm grounding in fundamental sciences, especially in mathematics, physics, chemistry, and topographic surveying, as well as in general geology, mineralogy, petrography, and paleontology, is essential for the men to be fitted for the demands that the Survey is likely to place upon them. In addition to these fundamental requirements, a natural aptitude for geologic work, especially in the field, is very essential. Some candidates who have passed civil-service examinations with rather high standing have been failures in the field. On the other hand, some who have not attained the very highest percentages in their examinations proved to be well-adapted for field work and to have a good insight into geologic problems. For this reason, the Survey likes to try out candidates before committing itself to their permanent employment.

After a junior geologist has been appointed from the certificate of the Civil Service Commission he is on probation for one year of actual service. At the end of that period the Survey decides whether his services and qualifications are such that he should be retained or that he had better be separated from the service.

Those who are retained after their probationary period may look forward to a very interesting career in one or more of the branches of geology.

Some may continue in mapping of areas, some may be assigned to the group that specializes in the study of metalliferous deposits or of mineral fuels, or of non-metallic minerals. A few may become specialists, but the geologic staff in general is so well informed in mineralogy and petrography, that only four scientists are called upon to devote their time entirely to these specialties. Fifteen are engaged mainly in paleontology and stratigraphy, each specializing on formations of a certain period or age. These specialists are expected to be proficient not only in systematic study of fossils and faunas, but also in stratigraphic field methods and in the features of the formations in which the fossils are found. The Survey has relatively little demand for men who spend all of their time in indoor or museum study of fossils and faunas.

Opportunities for advancement under normal conditions are fairly favorable. A good junior geologist within a few years is given responsibilities that justify his advancement to the assistant grade. Advancement to the next two succeeding grades is reasonably prompt, depending, of course, on the ability of the individual, his value to the organization and the opportunities that may develop. Advancement in the higher grades is obviously slower, and the number who obtain a salary of $5,000 per annum or more is relatively small.

Field parties commonly have use for assistants of less than junior geologist rank who have had geologic training and who show an aptitude for field work. A few such temporary appointments are made each year without civil-service examination. The appointees are called upon to perform any useful duties such as driving and caring for automobiles or trucks, drafting, labeling of specimens, assisting in mapping either by serving as rodman

or by operating a plane table or other surveying instruments, and anything else that will save the time of geologists of the party. If these assistants show sufficient promise they may also be assigned minor geologic duties, such as tracing of dikes or the more clearly defined formation boundaries, or the collection of fossils from certain distinctive strata.

Besides the Geological Survey, a few other agencies have a few geologists on their staffs, such as the National Park Service, Bureau of Reclamation, General Land Office and Alaskan Railroad Commission of the Department of the Interior, the Engineer Corps of the War Department, and the Soil Conservation Service of the Department of Agriculture. In most of these cases appointees must have had postgraduate work leading to master's or doctor's degrees with major work in geology, or else several years responsible professional work in a specialized branch of geology.

As previously stated, most geologists in the Geological Survey are first appointed as junior geologists. These are taken from an eligible list compiled by the Civil Service Commission from those who have passed the civil-service examination for junior geologist, which was one of 22 options in the 1939 examination for junior professional assistant.* This is called an assembled examination, which means that it is composed of a written test held in a number of cities in each of the 48 States as well as in the Territories of Alaska and Hawaii, and in Puerto Rico. The examination requires about 2 hours in the morning and 3-1/2 hours in the afternoon. It is composed of two subjects; (1) A general test consisting of

*The junior geologist option was not included in the 1940 examination for junior professional assistant. However, the 1940 examination did include an option for junior geographer.

written questions unrelated to options, designed to measure the applicant's aptitude for learning and adjusting himself to professional duties in the service; and (2) professional questions covering the fundamentals of the particular science or profession chosen in the application as the option desired.

Applicants for this examination must possess the following qualifications; (1) they must be citizens of the United States; (2) for positions in the apportioned service in Washington, D. C., applicants must show legal or voting residence in the State or Territory claimed for at least 1 year preceding the closing date for receipt of applications; and (3) applicants must have successfully completed a full 4-year course leading to a bachelor's degree in a college or university of recognized standing, the course including at least 20 semester hours in the optional subject selected by the applicant. Applications will be accepted from senior students in attendance at institutions of recognized standing, if otherwise qualified, subject to their furnishing, prior to the date given in the announcement, proof of the successful completion of the required college course.

Another examination, which was unassembled, was given last spring for the positions of associate geologist at $3,200 per year and assistant geologist at $2,600 per year. An unassembled examination means that competitors will not be required to report for examination at any place, but will be rated on the extent of their education and on the extent and quality of their experience and fitness which are relevant to the duties of the position, such ratings being based upon candidates' sworn statements in their applications and upon corroborative evidence. The qualifications

for the examinations of associate geologist required, in addition to the citizenship and voting residence requirements, that the applicant must have successfully completed a full 4-year course leading to a bachelor's degree in a college or university of recognized standing, which must have included at least 30 semester hours in geology or closely allied subjects. In addition the applicant must have had at least 3 years of progressive, responsible experience in geologic work in office, field, or laboratory, at least 2 years of which must have been in a specialized branch of geology; except that the applicant may substitute for the experience requirement, year for year postgraduate study in geology, although the substitution of postgraduate study for experience in a specialized branch of geology may not be made unless the postgraduate study included major courses in the specialized branch.

The qualifications for the examination of assistant geologist were the same as for associate geologist, except that they required only 2 years of progressive responsible experience in geologic work, only one year of which must have been in a specialized branch of geology. In each case, the teaching of geology in a college or university of recognized standing was counted as qualifying experience up to a maximum of 1 year.

Practically all of the geographical work of the Geological Survey is carried on by engineers of the Topographic Branch, the field of geomorphology in the Geological Survey being now largely occupied by geologists. The Topographic Branch, in recent years, has not been able to do much in boundary work or in physiography. Some of its topographic engineers are skilled in these two fields, but most of their efforts are directed to topographic

mapping. The Survey does not have any such men as Henry Gannett, Samuel Gannett, John Renshawe, and Edward Douglas, all of whom are dead and were specialists in these two fields. The Survey needs specialists who can prepare publications in these two fields, particularly to rewrite such publications as its old bulletin entitled "Boundaries of the United States and of the Several States and Territories," and its old professional paper entitled "The Interpretation of Topographic Maps," but has not been able to add such men to its staff because of lack of funds.

Therefore, most of the Survey's geographical work is now done by topographic engineers, either by ground methods or by use of aerial photographs. Much of the topographic mapping is done by use of stereoscopic plotting instruments and the rest is accomplished by preparing planimetric base maps from aerial photographs and adding contours by ground survey methods.

Most of the appointments are made in the grade of junior topographic engineer, from eligible lists compiled by the Civil Service Commission from those who have passed the civil-service examination for junior engineer, which is one of the 22 options in the 1939 examination for junior administrative assistant.

A few photogrammetrists have been appointed from eligible lists secured from an examination for photogrammetrist held for the War Department. This examination required a bachelor's degree in engineering, except that applicants could substitute for college education, year for year engineering experience in aerial photographic surveys or topographic mapping.

There are, however, a few positions of geographers in other agencies of the Federal Government, which do not require engineering education. I

am informed that there are not many vacancies in these positions, which are in the National Resources Planning Board, the National Archives, the Department of State, the Soil Conservation Service and perhaps a few other bureaus in the Department of Agriculture.

An unassembled civil-service examination was held in 1936, for economic geographer at $3,800, associate economic geographer at $3,200, and assistant economic geographer at $2,600 per year. The announcement for these examinations included climatologist, geomorphologist, and statistical meteorologist of the same grades. Aside from the citizenship and residential qualifications required in all civil-service examinations, applicants for these examinations were required to possess special educational and experience qualifications which are somewhat similar to those required of higher grade geologists and are outlined in the announcement of the examination.

An assembled civil-service examination for junior meteorologist at $2,000 per year was held for the Weather Bureau early in 1939. The optional subjects were (1) general meteorology and climatology, (2) hydrologic meteorology, (3) physical and dynamic meteorology, and (4) synoptic meteorology (air mass analysis). Besides the usual citizenship and residential requirements, applicants must have successfully completed a full 4-year course leading to a bachelor's degree in a college or university of recognized standing with an aggregate of at least 30 semester hours in mathematics, meteorology and physics. The duties of these positions in the Weather Bureau are largely concerned with charting and interpreting of weather data in their application to weather forecasting. The civil-service announcement describes these duties in detail and gives the character of the questions in the optional subject, the principal subject being

questions in college physics, mathematics and elementary meteorology.

It is the exception rather than the rule for junior scientists in the Federal service to be sufficiently trained when appointed. Additional training is generally required and this in-service training may take one of the following forms: (1) training under the supervision of mature scientists, (2) formal classes within the agency, or (3) attendance at college or university classes.

THE RECRUITMENT OF ENGINEERS FOR THE FEDERAL CLASSIFIED CIVIL SERVICE

From an address presented by Ernest J. Stocking, Principal Examiner (Engineering) of the U. S. Civil Service Commission before the engineering deans of the land grant colleges at Washington, D. C., November 1939.

Most civil service positions, particularly those of an administrative, executive, clerical, or subprofessional nature do not require formal education. There is, however, a large number of professional and research positions in the Federal service in which formal education is needed if appointees are to be initially qualified to perform the duties of the positions. In addition, formal education is certainly no handicap to those competing in such civil service examinations as do not require formal education for entering.

The natural place to seek young recruits for professional, scientific, and technical positions is among the senior students and the recent graduates of the accredited colleges and universities. The Commission must and does rely on the American colleges to provide annually the personnel from which to recruit for junior professional positions. These colleges also serve as an excellent source from which to obtain eligibles qualified for higher grade professional and administrative positions.

The Federal Government is just as anxious to obtain the cream of each graduating class as is industry, but in some respects is at a disadvantage as it does not have the complete freedom for interviewing students that industry enjoys. The criticism is often made that the best of the college graduates go into industry and that only the culls are

available to the Federal service. A study of the scholastic record of those coming into the service through civil-service recruitment does not indicate this to be true and the success that many civil-service employees have attained in the fields of research, science, engineering, etc., argue that the Government is getting its share of the better graduates.

Early in 1939 the Commission made a survey of more than 500 college graduates who passed, with high ratings, the junior engineer examination held late in 1938. This survey was made for the purpose of determining whether college students applying for Federal positions are among those who make good scholastic records. Colleges and universities were asked to supply information as to the class standing of those who had successfully passed the junior engineer examination. A summary of this survey shows that of the 503 graduates who passed this examination, 304 or 60.44 percent were in the first quarter of their class, 118 or 23.46 percent were in the second quarter, 56 or 11.13 percent were in the third quarter and 25 or 4.97 percent were in the fourth quarter. I believe that these figures indicate that not all the best qualified engineering students gravitate to non-Federal employment, but rather that 80 percent of those sufficiently interested in Federal employment to successfully compete in an examination were above the average of their classes.

That survey, however, represents eligibles on the register but not necessarily appointments to the Federal service. It is, therefore, desirable to study appointments made to see if similar high standards are being maintained in appointments. I have, therefore, referred to a recent report prepared by Lewis B. Sims for some information on this subject. Mr. Sims' report includes a study of 496 persons appointed since

January 1, 1935, to junior professional positions, who were graduates of 20 selected universities. The universities were selected so as to represent every section of the country and it is believed that the data gathered is properly indicative of results throughout the nation.

Of the 496 appointees it was found that 147 graduated in the upper fifth of their class, 150 in the second fifth, 95 in the third fifth, 64 in the fourth fifth, and 40 in the lower fifth. These figures indicate that approximately 60 percent of these appointees finished in the upper 2/5 of their class, that 79 percent of the appointees finished in the upper 3/5 of their class and that less than 21 percent of appointments to junior professional positions are being made from the lower 2/5 of the graduating classes.

The Commission is anxious to have the cooperation of the colleges and universities in recruiting for professional positions. As previously indicated the Federal service is obtaining a high percentage of well-qualified eligibles from the college graduates but still desires to improve its selection of eligibles and to encourage those students who are eminently qualified both as to education and as to personality to take civil-service examinations. The colleges can cooperate by calling the attention of outstanding students to examination announcements and by pointing out to such students that the Federal service does offer satisfactory employment, a chance to progress materially, and the possibility of a successful career. The colleges can also assist the Civil Service Commission by advising students to fill out their application forms properly and in complete detail, making sure that all questions in the application form are answered.

As a step toward a better and a more efficient recruitment for junior professional positions, that is positions in the Federal service ordinarily filled by recent college graduates usually at a salary of $2000 a year, the Commission published last year an examination entitled junior professional assistant. This announcement contained 22 options, one of which was junior engineer, and the requirements were so written that recent college graduates and senior students were eligible to compete in the examination.

The present plan is to make this examination an annual affair and to hold the written part of the examination early each year, probably just before or just after the end of the first term.* It is hoped thereby to give the senior students a chance to compete in a civil-service examination and thus have their names on such registers as will make them immediately available to the departments upon their graduation. Ordinarily new appropriations become available July 1 and many replacements and most new positions are filled about that time. The Commission can, therefore, give the best service to the departments, so far as junior professional positions are concerned, if they have new registers of eligibles available for certification just previous to July 1.

The first junior professional assistant examination was an experiment but the results as a whole were quite satisfactory although some modification of requirements now seems desirable.

The Research Division of the Commission under the direction of Dr. O'Rourke is making a study of the assembled part of the examination of a year ago and while the study is very incomplete as yet, some valuable

* The 1940 junior professional assistant examination was announced on January 10, 1940, and examinations were held beginning April 6, 1940. The 1940 announcement also included an option for junior engineer.

suggestions for improving the examination have been made. The plan is to continue the study from year to year and to make it as comprehensive as possible. The study will include an investigation of such factors as the effectiveness of the general test, the adequacy of the examination covering only the fundamentals of a given profession, the subject matter to be included in any test, the selective value of individual items, the type of questions that appear to be giving best results, etc. It is also hoped that the study may include observations on appointees to determine if the rating in the written examinations is any measure of probable success in employment.

The recruitment of junior engineers, particularly in certain options, has been a major problem for the engineering unit of the Examining Division during the past 3 or 4 years. The Commission has announced seven junior engineer examinations since 1935 and during that same period 1,636 persons have received appointments. The figure of 1,636 appointments does not, however, complete the picture because a number of appointments have been made from the junior engineer register to positions somewhat comparable in duties and salaries but not allocated as junior engineer positions.

Junior engineer examinations are assembled examinations, that is, all competitors are brought together, on a given date, in an examination room and given a written test. Because of the large number of competitors that must be examined, it is necessary to use a form of examination that is quickly rated and one that is as objective as possible. It is, therefore, necessary to resort to the "short answer" type of question. Any short answer examination may consist of multiple choice questions, true-

false questions, incomplete statements, definitions, short problems, etc., and care is used in composing the examination to see to it that in scope the examination covers the field, that questions are properly stated, that sufficient time is allowed for competitors to complete the examination and that controversial questions are eliminated. No "catch question" is ever deliberately included in a junior engineer examination.

Suggestions and schemes have been presented to the Commission at various times for the elimination of a written examination for junior engineers, however, all of them are rather involved and impractical. Most of them would require the Commission to evaluate and rate the various engineering schools, and then to evaluate courses and professors within schools. The ratings assigned individual competitors in a junior engineer examination would then be determined by a mathematical formula in which such factors as colleges, courses, professors, and scholastic grades would appear either as constants or as variables. It would be possible, of course, to set up some such procedure that might work with some degree of satisfaction. However, it would be open to much more criticism than the written examination and I do not believe that the results obtained by such methods would compare favorably with the results of the written examination. The civil-service rules call for open competitive examinations which shall be written whenever practicable, and for the present the assembled examination seems to be best suited for junior engineer positions.

In addition to junior engineer examinations the Commission holds assembled examinations for such positions as draftsman, engineering aid, scientific aid, student aid, patent examiner, and for various other technical positions in which engineering students and recent graduates may

compete. These examinations offer an additional means whereby many young engineers may and do enter the Federal service.

So far I have devoted my time to a discussion of the recruitment of the young and untried engineers, but the Commission also has the problem of recruiting older and more experienced engineers for the higher grade positions. Ordinarily examinations for professional engineering positions above the junior grade are unassembled examinations, that is, competitors are not subjected to a written test but instead are rated on the extent of their education and experience and upon such corroborative evidence as is available in the form of confidential vouchers.

Requirements for examinations are established in cooperation with the departments interested in the examination, and the educational and experience requirements are based largely on a study and an analysis of the duties and responsibilities of the positions to be filled. Those positions of a research nature and those positions where the duties require an intimate working knowledge of the fundamental engineering sciences will require formal education. Positions requiring practical knowledge and mature judgment rather than a knowledge of principles will not necessarily require formal education. Experience requirements are determined by the amount of maturity desired, the amount of general experience thought necessary, the specialized experience needed, the need for demonstrated ability and accomplishments, and the need for supervisory experience.

The applications received as a result of an unassembled examination announcement are given a preliminary review to determine who shall be admitted to further competition and who shall be eliminated. All those who fail to meet the requirements of the examination have their applications

canceled and are notified of the cancellation and the reason for it. As the examiner reviews the applications of those competitors that are to be given a numerical rating he checks in the application form those references, supervisors, and former employers to whom he wishes confidential vouchers sent. In doing this he tries to check references who will be able to give accurate information on a competitor's experience, character, and ability.

The final rating of applications is not made until the confidential vouchers are returned and placed in the applications. Generally, three weeks is allowed for the return of vouchers. The confidential vouchers are used for three purposes; first, to corroborate the competitor's statements; second, to help in evaluating the experience offered as qualifying; and third, to obtain information on character, personality, and ability. The information obtained in the voucher is given considerable weight in rating applications and sometimes serves as a basis for cancellation or for other official action by the Commission.

Before the final rating of an unassembled examination starts, a rating scheme must be prepared. The rating scheme is designed to make the ratings as objective as possible and attempts to define qualifying and nonqualifying experience. It also indicates the weight factors to apply to various types of qualifying experience and gives the amount of credit that may be allowed for collateral experience. These rating schemes differ in detail from time to time, and as experience indicates the need for changes such changes are made.

It is not expected that a rating scheme will eliminate the examiner's judgment as to the worth of any experience, but it is intended to help maintain standards and to eliminate, as far as possible, the personal equation. In many examinations the number of applications received makes it

necessary to have more than one team of raters working on one examination and a rating scheme is necessary if all rating teams are to rate along the same level and if all are to maintain similar standards of rating.

In an unassembled examination the rating a competitor may receive this year may bear no relation to a rating received two years ago or to a rating he may receive two years hence. A rating of 85 percent does not mean that in the opinion of the Commission the person so rated is considered 85 percent efficient, or that it is thought he knows only 85 percent of what he should know, or that he is appraised as being about 85 percent of some imaginary ideal engineer. All it means is that such a rating will, in the opinion of the Commission, place the competitor in his proper place on the register. In rating experience, graduate study in the field of engineering is practically always allowed full credit.

The number of appointments made to higher salaried positions is very limited, this being particularly true for positions paying $3,300 a year or more. The reasons for this are: first, there are fewer such positions to fill; and second, such positions are filled by promotion, whenever possible, rather than by original appointments.

The following table indicates the number of permanent appointments which have been made from the competitive professional engineer registers (all options) during the period July 1, 1928, to June 30, 1938, inclusive:

Fiscal Year Ending, June 30	Grade Appointed to					Total
	P-1	P-2	P-3	P-4	P-5	
1929	235	56	40	2	1	334
1930	300	84	50	13	11	458
1931	316	164	106	16	7	609
1932	216	77	49	11	2	355
1933	34	19	14	0	0	67
1934	74	49	21	2	3	149
1935	85	55	29	6	8	183
1936	283	122	87	31	6	529
1937	266	62	61	10	1	400
1938	215	48	12	2	1	278
1939	785	259	105	32	2	1183
	2809	995	574	125	42	4545

This compilation represents appointments made from the register and is exclusive of any noncompetitive promotion or classification cases, and refers to professional engineering positions only. It does not include any subprofessional positions such as draftsman, engineering aid, scientific aid, etc.

P-1 positions are junior engineering positions paying an entrance salary of $2,000 a year. P-2 positions are assistant engineer positions paying an entrance salary of $2,600 a year. P-3 positions are associate engineer positions paying an entrance salary of $3,200 a year. P-4 positions are engineer positions paying an entrance salary of $3,800 a year. P-5 positions are senior engineer positions paying an entrance salary of $4,600 a year.

The following table gives an idea of the approximate number of engineers and architects in the Federal service. This table is not complete as some agencies using engineers do not appear in the compilation and also the data from which this information was taken was not always

compiled as of the same date. It indicates, however, that approximately 20,000 persons are holding professional engineering or architecture positions in the Federal service and that over 12,000 of these are in the competitive classified service. Again the table does not include subprofessional positions.

APPROXIMATE NUMBER OF PROFESSIONAL ENGINEERS AND ARCHITECTS IN THE FEDERAL SERVICE AS OF OCTOBER 1, 1939

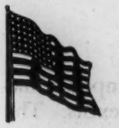
Department	Classified* positions	Unclassified positions	Total
Agriculture	1,546	630	2,176
Civil Aeronautics Auth.	156	36	192
Commerce	283	171	454
Federal Works Agency**	1,417	5,715	7,132
Federal Power Com.	79	137	216
Interstate Commerce Com.	89	-	89
Interior	2,620	397	3,017
Maritime Commission	112	8	120
Navy	2,737	71	2,808
Treasury	154	24	178
War	2,993	16	3,009
TOTAL	12,186	7,205	19,391

* Classified positions are those which are subject to the Civil Service Act and rules. They are also popularly called "civil-service" or merit system positions.

** P.W.A. -- 3,112 unclassified engineers.
W.P.A. -- 1,800 unclassified engineers.

In conclusion may I repeat again that the Commission believes the Federal service does offer a career to young engineers and that it is anxious to recruit the best that the engineering colleges are graduating.

Oregon Board For Mobilization of Women



QUESTIONS AND ANSWERS RELATIVE TO WOMEN'S INVENTORY

1. Who is behind the inventory of potential women workers?

Governor Charles A. Sprague, with the cooperation of federal and state agencies, set up the Board for Mobilization of Women as a part of the State Advisory Council to the United States Employment Service.

2. Who is financing this inventory?

The funds are being supplied by special appropriation from the Social Security Board. Mrs. Saidie Orr Dunbar, the director and honorary president of the General Federation of Women's Clubs, is serving entirely without pay, as are the interviewers actively connected with the Census of Women. The money is being used for necessary office expenses, such as printing the census cards, and post-census tabulations. A few full-time workers have been temporarily loaned by the United States Employment Service in Oregon, which is interested primarily in seeing that the job be done according to the best employment service standards.

3. Why are women's skills being listed?

The inventory is to be used as a reserve labor pool, as a medium for bringing women into agricultural, business, and industrial production, if and when a labor shortage arises through Oregon's men being drawn into military service or heavy defense occupations.

4. Who compose the advisory body of the inventory project?

The following women, drawn from all parts of Oregon and from all walks of life, were appointed by Governor Sprague to the State Sponsoring Committee:

Astoria, Mrs. George Garrett
Baker, Mrs. Sanford Adler
Bend, Mrs. Chris Kostol
Burns, Mrs. W. G. Homan
Dallas, Mrs. Harold D. Peterson
Eugene, Mrs. A. F. Holmer
Klamath Falls, Miss Elenora Weatherford
Marshfield, Mrs. J. W. McInturff
Medford, Mrs. Leonard Carpenter
Pendleton, Mrs. Maude Stangier
Portland, Mrs. F. W. Blum
Mrs. Letitia Brock
Portland, Miss Gertrude Eakin
Mrs. S. Mason Ehrman
Mrs. R. T. Gilman
Mrs. Jerome Holzman
Evangeline E. Philbin
Mrs. Chas. W. Robison
Mrs. E. D. Schomacker
Mrs. Alice Wesling
Salem, Mrs. Geo. Rossman
Scappoose, Mrs. Inez Langdon
The Dalles, Mrs. K. C. Chipman
Union, Miss Adelia Prichard

5. What is the difference between the women's mobilization project and the civilian defense organizations?

The registry of women's skills will be placed at the disposal of the United States Employment Service and, if women are called for emergency work, they will be fully paid according to prevailing wage standards.

6. Under what conditions will women be called?

In general, women will not be called until available Oregon manpower has been utilized to the fullest extent and an employment emergency exists. The object of the registration is to prevent the disruption of normal business activity, which accompanies a general exodus of manpower into defense industries and military service. Naturally, women listed in employment offices as now seeking work, and women displaced by priorities unemployment, will be among the first called. Experience, skills, domestic status, personal responsibilities, and many other factors will be considered when calling women into active duty.

7. Is this a compulsory inventory?

No! While Oregon women are strongly urged to give complete information, the inventory is a purely patriotic endeavor. Its object is to supply the state with a reservoir of skilled, semi-skilled, and "trainee" women for any emergency work that the future may require.

8. How are we going to register women?

Questionnaires will be distributed all over Oregon in a house-to-house canvass, to begin February 16, 1942. Trained women interviewers will help in filling out the simple, yet complete registration form. Organizational plans call for several thousand skilled canvassers prepared to contact every woman over high school age. Most of the counties are being organized by precincts or school districts so as not to miss any part of the state.

9. Will women of other nationalities be registered?

Yes! The mobilization's goal is to register *ALL* Oregon women above the high school level. To discriminate on the basis of racial origin would defeat the basic purpose of the project and, in a larger sense, the democratic principles for which the United States and her allies are fighting.

10. Suppose a woman is available for work, but lacks experience or training?

Opportunities for women to secure vocational training in the National Defense Training Schools, which now are teaching thousands of men, may be developed. A limited number of women will be permitted to register for these courses as soon as it is reasonably certain that they can be employed following graduation. The first course to be established probably will be in aviation sheet metal, since it has been found that women are readily adaptable to such work.

11. What skills among women are the authorities most anxious to find?

The questionnaire covers a broad range of occupations, extending all the way from aluminum fabrication and textile work, to domestic service and agri-

cultural labor of all kinds. While many women will be called directly into defense industries, most of the early calls undoubtedly will be for work in businesses and offices and for many kinds of harvesting and other farm work.

12. Will the questionnaire classify women's abilities?

Yes. Abilities of women will be divided as follows:

(1) Women with skills more important to National Defense than to the work they are now doing.

(2) Women who have secondary skills which may be developed when needed.

(3) Women who have potential skills and who are willing to be trained for defense work.

(4) Women who may fit into places vacated by men called into military service or into defense occupations.

13. What will be done about skilled women who cannot work full-time because of home-responsibilities?

Part-time work is a possibility for such women in case the state and nation face a grave labor shortage. Such a prospect seems remote in these United States, but England has developed a system which divides single jobs between two or more women, working in relays. Often, two busy mothers aggregate 50 or 60 hours' work a week between them. Also, trained domestics are assigned to do housework for women, thus releasing them for more vital work for which they are trained.

14. If an emergency develops, when will the working women find time to do their shopping and routine housework?

Even in the most critical emergency, the five- or six-day week would be in force, leaving time enough for outside activity. England has developed a system whereby reasonable vacations are arranged to coincide with the army leaves of absence for husbands and sweethearts. Hours also are scheduled in such a way that mothers have ample time to get children off to school or nursery before reporting for work.

15. Won't special arrangements for women workers disrupt the routine of business management?

Yes, but the paramount consideration is to make it as easy as possible for women who may be called into emergency employment. To that end, there is no alternative except to adapt business practices to emergency conditions.

NOTE: All county chairmen and field workers are requested to make a record of any questions that arise and to forward them, in envelopes provided for this purpose, to Mrs. Saidie Orr Dunbar, Director of the Board for Mobilization of Women, 401 Woodlark Building, Portland, Oregon. These questions will be analyzed and incorporated in future bulletins.

State of Oregon

UNEMPLOYMENT COMPENSATION COMMISSION

STATE PRINTING DEPT.

2.

CONNECTICUT

Voluntary registration. May 4, 5, 6, 7,
"Women's Employment Mobilization Committee"
Cooperation with the Employment Service

Stressed: "No labor shortage exists at the present time, but the Committee wishes to prepare itself now so that arrangements would be simplified in the event a severe shortage does occur. Many new openings for women are expected, she said (chairman) following the next draft."

Waterbury, Conn. Democrat, April 20

Waterbury - conducted at local school house during sugar-rationing registration time.

Wilton - Same as above. Hours 4 to 9 p.m.

Registration cards are being distributed in New London with similar action slated to start soon in Bridgeport, New Britain, and Bristol.

Hartford Courant, April 11

"Estimate 60,000 additional women will be needed in Connecticut factories, offices, stores and farms within the next year . . . ."

New Haven Register, April 11

New Haven Register editorial April 11 opposes registration of women until some action on utilizing older men - "Would it not be wise to clear that up somewhat before running off on a new venture, of compiling a dossier, voluntary or otherwise, on the Nation's girls and women from 18 to 65?"

MICHIGAN - "Mobilization of Michigan Workers for Farm and Factory".

Between April 13 - 25. Door to door canvas.
Governor requests veterans auxiliaries to make canvas.
Every man, woman and yout of working age.
Skills, availability for employment on farms and factories,
willingness to take training.

Kalamazoo - "In Kalamazoo, the actual need for registration seems a little remote to observers. Industry has not yet found it necessary or advisable to put women to work to any extent; similarly, the name of several hundreds of wome with varied technical, professional, and other experiences already are on file in the Office of Civilian Defense.

"Some ask then, why go to all the trouble, to go through the red tape of another registrationeffort, until available woman power has been at least partly consumed?"

Gazette, April 13

"An appeal to 'uncompromisingly oppose' conscription of women into the Army or industry was voiced yesterday by Rev. Dr. Edward Lodge Curran, President of the International Catholic Truth Society" ---

Brooklyn Eagle April 13 -

Gallup Poll - 68% yes -

Sent at RFR request. by MVR
There was no release on this.
Miss Hickey had press conference. Jones copy

NATIONAL SERVICE

Members of the Women's Advisory Committee of the War Manpower Commission in meeting Tuesday, January 16,1945, were polled as to their opinion with respect to the need for National Service legislation. Eight of the eleven members present favored a National Service Act, which would totally mobilize the manpower and the womanpower of the Nation. The Committee believed that such legislation would not interfere with the retention of manpower regulations that have proved effective, but would strengthen current programs.

The Committee registered its opposition to "work or fight" or any other legislation at the present time that does not include women as an integral part of the labor force.

The Committee recommended that National Service legislation -

(1) Impose upon all the duty to serve in work contributing to the successful prosecution of the war and to continue in such employment with penalty for failure to so train or work.

(2) Obligate employers to accept upon referral by the proper Government agency all persons thus required to serve without discrimination because of sex, race, creed, or marital status.

(3) Give broad general powers so that rules and regulations may be developed to provide humane and expeditious administration; and that the responsibility for administration be delegated to the War Manpower Commission.

(4) Provide for transfer of workers from surplus to shortage areas wherever all local resources have been exhausted, with payment of suitable traveling expenses and allowances and assurances of reasonably suitable living and working accommodations.

(5) Provide for protection of seniority, with accumulated seniority and reemployment rights fully preserved and safeguarded, during absence for persons transferred from one employment to another.

In considering the problem of women, the Committee recommended, among other hardship exemptions, the exemption of women with children under sixteen years of age. It also recommended no age differential between men and women.

The Committee further voted to make a public statement with respect to its position on the President's proposal for National Service legislation.

The minority of the Committee which offered opposition to National Service took the position that there are still untapped sources of labor, that the best utilization has not been made of the labor force to date, that people react better under a voluntary than a compulsory system, and questioned just how much production would be speeded up under a policy of force.

Date?

Statement on REGISTRATION OF WOMEN IN THE UNITED STATES
made by Mary Anderson, Director, Women's Bureau
U. S. Department of Labor

The Women's Bureau does not favor a national registration of women at this time. Such action is not necessary in the absence of any widespread shortage of labor. Industrial conversion to a war-time basis is not complete, but a great many women, perhaps as many as 2,000,000 have been or may be thrown out of work through conversion or curtailment of civilian production. They should be re-employed before new women are pressed into the labor force. Then there are another 1,000,000 unemployed women who are registered with the public employment agencies as seeking work and who could probably be utilized. After these two groups are absorbed, we may look to the new workers, first perhaps to the 700,000 young women who will be coming out of school this June. The Women's Bureau does not believe it is to the best interests of the national welfare for mothers with small children to work in industry unless the children are dependent on them for support.

Miss Anderson believes that when occasion warrants that at least 2,000,000 new women workers could be readily drawn into the war program with a minimum of disturbance to family life.

The production jobs for which women will be needed require training and varying degrees of skill. The training program for women has lagged seriously. Any premature "mobilization" of women before training opportunities match needs and before industry is prepared to accept the new workers would be both production and psychological errors -- dangerous errors. At least this lesson we can see clearly in the British experience.

The Women's Bureau recognizes, however, that increasing production and conversion of industry may eventually require a national registration of women, and therefore, recommends that plans for such a registration be developed to be applied on a local area basis or a nation wide basis as the demand arises.

Today that situation no longer exists. The hotels are still crowded but they manage to reserve a certain number of rooms for servicemen. The Traveler's Aid, The Local Defense Council, and Hotel Assns. endeavor to maintain a list of available hotel rooms; in addition, many private homes have agreed to make their guest rooms available to service people.

But perhaps one of the most important steps in solving this problem has been done by the churches of the city. All over town church groups have turned their parish houses and other secular buildings into dormitories. The laymen of the churches take turns in being on duty to furnish bedding for a soldier regardless of the hour.

We feel that the same methods which prove successful in the largest city in the world would work just as satisfactorily in any town which is near an army or navy post. We would be very interested to know just how groups in other parts of the country have tackled similar situations!

A Volunteer Church Worker

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PROFESSIONAL WOMEN PROPOSE DRAFT FOR WOMEN

DALLAS, TEXAS-- Approval of the extension of the Selective Service Act to include drafting women for the armed forces was announced by Dr. Minnie L. Maffett, president of The National Federation of Business and Professional Women's Clubs, Inc. Authorization for support of this draft by the Federation was recently voted by the Federation's Board of Directors.

In her announcement, Dr. Maffett said, "The Federation recommends most serious consideration of a universal selective service law, in lieu of our present unilateral selective service that affects men only, unless in the immediate future women volunteer to fill the quotas of the Army, Navy, and Marine Corps Women's Reserves of our military forces.

"The quotas of those services are at present far from filled," the report continued. "The present enrollment of the Wacs is considerably less than half the authorized strength of 150,000 and that the War Department has on file requests for the services of nearly ten times the present enrollment. The recruitment plans for the Waves ask for an enrollment in 1944 of 44,000 additional Waves to build a force of approximately 91,000 Waves. These women could release men vitally needed for active combat.

"In a report of the work of the Wac overseas, Colonel Hobby, Director of the Women's Army Corps, has said 'We have not enough Wacs in England yet; there are still British women serving with our American troops.' In America," continued Dr. Maffett, "there is an untapped reserve of womanpower well qualified to fill the quotas of the women's reserves. Since the voluntary method of recruiting women for the armed services has failed to fill the quotas, the National Federation of Business and Professional Women's Clubs believes that women should be drafted for the armed services under legislation amending the Selective Service Act."

Dr. Maffett continued "Women have correctly contended that this is a people's war. It is logical that they must be willing to shoulder equal re-

sponsibilities with men to help win the peace. The right to serve on the basis of equal pay and rank has been granted to the women's reserves.

"The obligations and rights of citizenship should extend to men and women. The Federation believes women will willingly and honorably perform their obligations when they are fully cognizant of the need for their services in the armed forces and when, through proper legislation, adequate direction is given to them."

A poll is currently being taken of the Federation's Board of Directors to ascertain their stand on compulsory assignment of labor to vital war production.

Reprinted from the National News Letter
National Federation of Business and
Professional Women's Clubs, Inc.

* * * * * * * * * * *

The arguments for and against equal rights for women wax louder and louder every day. One side of the story is outlined in the following story which appeared in a publication of the National Council of Jewish Women. The editors of Platform would like to hear the views of other groups on this important question.

EQUAL RIGHTS AGAIN

Again we face the issue of the "Equal Rights Amendment," an amendment to the Federal Constitution which has been proposed repeatedly for the past twenty-one years. The National Council of Jewish Women has consistently opposed this seemingly innocuous amendment. Now, in time of war, when women are participating as never before in our national economy, when there is an indication that powerful forces in both major political parties may support the amendment, we must join the progressive forces in the country and actively oppose the Equal Rights Amendment as a danger to working standards and true equal rights.

First, let us understand the difference between true equal rights and the proposed ambiguous amendment. The amendment states that "Equality of rights under the law shall not be denied or abridged by the United States or by any state on account of sex. Congress and the several states shall have power, within their respective jurisdictions, to enforce this article by appropriate legislation. This amendment shall take effect five years after the date of ratification."

Because of its vague and inept wording, the amendment contains the seeds of possible fearful damage. It is extremely difficult to describe correctly the many complex ways in which this question of women's rights and responsibilities can arise and to formulate general standards for them. The amendment makes no real effort to do so. It simply employs the word "equality" and lets it go at that. "Equality" implies no standard at all and the amendment can be construed as equality up or equality down and can, therefore, be used to depress and deny as well as to elevate, in any particular case. The word "equality" furnishes no clue to the courts who would have to make decisions in those cases where identity of treatment is difficult or impossible to work out.

The main danger in the amendment is what it would do to our protective labor laws for women. Laws limiting hours for women and not for men create inequality, it is true, and the amendment would destroy such laws. But can we afford to abrogate those laws for the sake of equality when our real job is to pass laws limiting working time for women and men? There is one type of labor law for women that must endure and that is maternity legislation. Enlightened states recognize that women workers must be protected in order to insure their health and safety as well as the health and safety of their potential children. Isn't it rather ridiculous to expect "equality under the law" for potential fathers?

Actually, in minimum wage laws, for example, the passage of such legislation specially pertaining to women was effected in order to correct inequalities. Because women were unable to command wages equal to men doing the same work, it was necessary to pass special legislation to create equality. The rescinding of such laws now would force down standards for both men and women.

The proponents of the amendment try to argue on the basis of the limited rights of women in certain states. For instance, proponents say that in eighteen states, women are denied the right to serve on juries and therefore denied the right to a trial by a jury of their peers. Granted that that is true, is it sensible to ask the women of New York (who can serve on juries) to give up their hard-won protective labor laws so that the women of Mississippi may serve on juries? Rather isn't it preferable for the women of Mississippi with the aid of New York women to actively fight for the right to serve on juries without endangering the rights of the women of New York?

Equal Righters say that a woman does not have equal control of her property, earnings, children or of national, state and local governments in some states. There is no doubt that hampering, and at times, degrading laws exist in some of our states. BUT, we have absolutely no promise that the amendment, as proposed, would correct these mistakes. We DO have judicial opinions that promise us such confusion and chaos in the interpretation of the amendment that it would take years to untangle the mess to the benefit of women. To quote but one opinion in part, that of Douglas B. Maggs, Solicitor, U.S. Department of Labor, "As a heritage of their common law status, there persist and are embodied in state and local laws unfair discriminations against women. These discriminations are gradually being overcome by corrective legislation. An attempt to limit such discriminations by a constitutional amendment which calls for equality in the treatment of sexes and regards as illegal, differences in treatment having a reasonable and rational factual basis, would lead to social and legal consequences which even the proponents of the proposal would deplore if they had the candor to recognize them."

No progressive man or woman denies that there are many legal and civil restrictions on American women that should be removed. They are the relics of the old English common law, unjust, humiliating and not in keeping with our times. They deprive married women of control over their children and their own earnings; they restrict them in business contracts, inheritance and many other matters. Opportunities that are open to single women are denied to married women. Awareness of and opposition to these inequalities is not restricted to the proponents of the amendment. Susan B. Anthony II, grandniece and namesake of the great pioneer for women's rights, has made this clear in her book "Out of the Kitchen--Into the War." Elizabeth Hawes, famous dress designer and author of "Why Women Cry" has this to say: "Instead of helping the nation concentrate on getting equality and better working conditions for everyone, male

and female, the Equal Righters make a loud noise about removing special privileges for women. This is a sure fire method of losing some of women's present better working conditions and making it harder to get them back for both sexes."

Although it is extremely doubtful that any blanket constitutional amendment could actually accomplish the purpose of removing all legal inequalities of women in the various states, it should be possible to frame the proposed equal rights amendment in such a way that its effects would not negate protective legislation. A guarantee in the amendment safeguarding protective legislation would go a long way toward securing the support of groups which have consistently opposed the amendment. But there is little likelihood that the proponents would accept that addition as they have refused to understand that need for the past twenty-one years. The alternative to the amendment is a constant struggle in the states to change the out-moded unequal laws.

Among the forces that are fighting against the equal rights amendment because it would negate the efforts of a century to secure for women protection against what has been, in effect, unequal economic hardship, are the National Women's Trade Union League, the National League of Women Voters and the National Consumers League. Proponents of the amendment include the National Women's Party, the National Federation of Business and Professional Women's Clubs and the General Federation of Women's Clubs. Not only working women, who have a direct stake in protective legislation, but, by and large, those groups and individuals concerned with the preservation of our social gains, oppose the amendment.

Judge Dorothy Kenyon, who opposes the Equal Rights Amendment on the grounds that "it would endanger progressive legislation in the fields of home and labor" says, "It is a great tragedy, at a time when there is so much work crying to be done in the world, that women must be divided on this issue and must waste precious time debating with one another the dubious merits of this perennial proposal."

by Mrs. J. Merkelson
National Council of Jewish Women

* * * * * * * * * * *

OFFICER'S "OPEN HOUSE"

NEW YORK, N.Y.--They come in the kilts of Canada's famous Black Watch. . . in the vivid blues of the RAF and the Australian Air Forces. They come in the sturdy boots of paratroopers, in the windbreakers of ski troopers, and in almost every outfit but the camouflage of commandos.

Approximately 80,000 of them, in every variation of khaki and with every gold stripe known to the United Nations Navies have come to New York's "Open House for Officers" in its less-than-two-year existence, and the great majority of these men have come to look on the "Open House" as home.

As a junior hostess at the "Open House" myself, I can say that all of us (and we now number some 700) give full credit for the club's success to Mrs. Roger Hull, chairman, and her working partner, Mrs. Rhoda French. And although the "Open House" has already served as a pattern for many similar clubs, Mrs. Hull's experience should prove invaluable to any groups in other cities interested in such a venture. Here is the club's story:

DEPARTMENT OF LABOR

2. City or Community Projects -

Seattle, Wash - not highly org.
N. Jersey - merely an appeal to go to Emp Ser -

No. 203 GPO 16—18507

DEPARTMENT OF LABOR

Registration of Women -
1. Statewide All voluntary

Oregon - door to door - women only -

Michigan - April 13-25
not merely women but "every man, woman & youth of working age" door to door Canvas by Veterans and Veterans

Conn - May 4-7
Set-up left to individual towns. Used Sunday Registration time at School Houses.

No. 203 GPO 16—18507

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Registration of Women -

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Oregon - door to door - women only -

Michigan - April 13-25 not merely women but "every man, woman & youth of working age." Door to door canvas by Veterans Auxiliaries

Conn - May 4-7 Set-up left to individual towns. Used Spring Registration time at school houses.

No. 203 GPO 16—18507

DEPARTMENT OF LABOR

2. City or Community Projects -

Seattle, Wash - not highly org.

N. Jersey - merely an appeal to go to Emp Ser -

No. 203 GPO 16—18507

REGISTRATION OF WOMEN

War File-General Registration of Women
General letters only - See 1948-53 file
3-4-2-6-1 for Work Material

8-5-9 Bureau of Labor Statistics

(1)

O Hawks
Orig
copy

25

November 4, 1943

Miss L. E. Howden, R.N.
Superintendent of Nurses and Attendants
Psychiatric Division
Wayne County Board of County Institutions
Eloise, Michigan

Dear Miss Howden:

The Secretary of Labor has referred your letter to the Women's Bureau for reply.

I think opinion is unanimous at the present time in considering the graduate nurse a professional worker. The United States Census, on which we rely for official figures of occupations, classifies the graduate nurse as a professional worker and has done so in all decennial censuses after 1900.

The practical nurse has always been classed with service workers. Before 1900 nurses frequently failed to report to the census enumerator whether they were "trained" nurses or "practical" nurses; consequently the trained nurses were lumped with the large group of practical nurses as domestic workers. In 1900, while they were reported separately, they were still listed with domestic and personal service.

The developments in the Census classification are in a sense indicative of the evolution of graduate nursing as a profession. Today the high standards of training and the responsibilities and requirements of the work clearly demonstrate the professional nature of the graduate registered nurse's occupation.

I am enclosing lists showing the classification of nurses used in the 1940 Census and the classification and definitions given by the Dictionary of Occupational Titles.

You are aware no doubt of the circumstances in connection with the law passed by Congress in April 1943 to commission women physicians in the armed forces on the same basis ~~as~~ men. Legislation to this end sponsored by the American Women's Medical Association had been presented to Congress over two years earlier. On July 1, 1943 a law was approved to establish a Women's Army Corps for service in the Army, superseding the Act of May 14, 1942 which established the WAAC, an organization to serve with the army, but not as a part of the army.

See also letter of 5/28/43
to Miss Gratiot

Various factors undoubtedly played their parts in the acceptance of women as full commissioned officers in these capacities. It would be hard to say how much was due to the demands of groups of interested women, how much to the fact that many of them were doing or would do work in the armed forces identical with that of men, and how much to the fact that the use of women at all in these types of work was so new that traditions from the past did not apply.

The Army and Navy Nurse Corps have a long history in a type of contribution made preeminently by women. Possibly it is more difficult to bring changes where custom has had an extended influence. I suggest that you write the Nursing Information Bureau at 1790 Broadway, New York. This Bureau may be able to give you information as to the background of the use of relative rank for nurses with the Army and the Navy.

Sincerely yours,

Mary Anderson, Director

Enclosures
JMH:ml

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

CLASSIFICATION OF NURSES OF VARIOUS TYPES BY THE 1940 U. S. CENSUS

I - Professional Workers

TRAINED NURSES AND STUDENT NURSES

Apprentice nurse
Director, nurses
Graduate nurse
Hospital nurse
Hostess, airplane
Industrial nurse
Instructor, hospital
Instructor nurses, hospital
Nurse (any health agency)
Nurse (any institution)
Nurse (any school)
Nurse (any social agency)
Nurse, Army or Navy (CW)
Nurse, asylum or sanatorium
Nurse, city or county (CW)
Nurse, doctor's office
Nurse, factory, mill, or shop (n.s.)
Nurse, graduate
Nurse, hospital
Nurse, private duty
Nurse, professional
Nurse, public health
Nurse, registered
Nurse, trained
Nurse (student), training school
Nurse (trained), (any factory or company)
Nurse (trained), (wholesale or retail store)
Professional nurse
Pupil nurse
Registered nurse
Sister (nurse)
Stewardess, air liner or airplane
Student nurse
Superintendent (nurse), hospital
Superintendent, nurses
Supervisor operating room, hospital
Teacher, hospital
Teacher, nursing or nursing school
Trained attendant (nurse)
Trained nurse
Undergraduate nurse
Visiting nurse

II - Service Workers, Except Domestic and Protective

PRACTICAL NURSES AND MIDWIVES

Assistant nurse
Assistant nurse (any institution)
Caretaker (persons)
Domestic nurse
First aid (man or worker)
Forelady, nursery (child)
Lady's nurse
Maternity nurse
Midwife (any)
Night attendant (nurse)
Nurse, domestic
Nurse (n.s.)
Nurse, practical
Nurse, private family
Nurse, working out
Practical nurse
Sick nurse

II - Service Workers, Except Domestic and Protective - Continued

ATTENDANTS, HOSPITALS AND OTHER INSTITUTIONS

Nurse aid, hospital
Ward maid, institution

III - **Domestic Service Workers**

SERVANTS, PRIVATE FAMILY

(In addition to those listed below, this classification includes cooks, cleaning women, chambermaids, companions, coachmen, maids, valets, yardmen, etc.)

Child's nurse, private family
Mother's helper
Nurse girl
Nursemaid

Source: U.S. Department of Commerce, Sixteenth Census of the United States, Classified Index of Occupations, Washington, D.C., U.S. Government Printing Office, 1940. 199 pp. 60 cents.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

CLASSIFICATION OF NURSES OF VARIOUS TYPES BY THE U.S. EMPLOYMENT SERVICE

A - Codes of Occupational Titles in the Nursing Field

Code	Occupation
0.	**Professional and Managerial Occupations**
0-33.	TRAINED NURSES
0-33.10	Nurse III(medical ser.) Instructor, Hospital (education) Nurse, Army or Navy (gov. ser.) Nurse, City or County (gov. ser.) Nurse, Graduate (medical ser.) Nurse, Head (medical ser.) director, nurses nurse, supervising Nurse, Industrial (medical ser.) Nurse, Infant Welfare (medical ser.) Nurse, Operating Room (medical ser.) Nurse, Private (medical ser.) nurse, private duty Nurse, Registered (medical ser.) Nurse, School (education) Nurse, Staff (medical ser.) nurse, general floor duty Nurse, Visiting (gov. ser.) nurse, district
2-0	**Domestic Service Occupations**
2-07.	NURSEMAIDS
2-07.01	Child Monitor (dom. ser.) bratter child nurse, part time sitter
2-07.03	Mother's Helper (dom. ser.)
2-07.05	Nursemaid (dom. ser.) nurse nurse, children's

Code	Occupation
2-2, 2-3, 2-4	**Personal Service Occupations**
2-24.	MAIDS AND HOUSEMEN, HOTELS, RESTAURANTS, ETC.
2-24.12	Maid, Ward (medical ser.)*
2-38.	MIDWIVES AND PRACTICAL NURSES
2-38.10	First-Aid Attendant (any ind.) first-aid assistant first-aid man first-aid-station attendant nurse nurse, first aid
2-38.20	Nurse, Practical (medical ser.) nurse
2-38.30	Midwife (medical ser.) Nurse, infant's (dom. ser.) nurse, baby's
2-42.	ATTENDANTS, HOSPITALS AND OTHER INSTITUTIONS, N.E.C.
2-42.10	Orderly (medical ser.) hospital attendant
2-42.20	Nurse Aide (medical ser.) hospital attendant
2-42.30	Asylum Attendant (medical ser.)

B - Definitions of Nursing Occupations

Asylum attendant.--Watches patients in an asylum to see that none wander from the grounds and to aid or control them in case of sudden mental attacks. May be part of the duties of an Orderly.
(bratter; child nurse, part time; sitter)

Child monitor.--Looks after young children in the absence of their parents, usually during the evening; performs such duties as amusing the children by reading or playing games, helping them to undress and retire, and regulating the temperature of the bedroom; answers children's calls and complies with any reasonable request; may perform sundry cleaning duties, such as washing dishes or dusting furniture; works "on call," usually by the day or hour, as opposed to Nursemaid.

First-aid attendant; first-aid assistant; first-aid man; first-aid-station attendant; nurse; nurse, first aid.--Renders first aid and subsequent treatment to ill or injured employees at an industrial plant, commercial establishment, mine, or construction job; sterilizes, disinfects, anoints, and bandages minor cuts and burns; may set and dress broken bones; applies artificial respiration in cases of suffocation and asphyxiation; relieves pain from major injuries until patients can be put under professional care; gives prescribed doses of standard drugs and medicines for minor illnesses and ailments; keeps record of name of employee, injury or ailment, and type of treatment.

* Federal Security Agency. Dictionary of Occupational Titles. Supplement, 1942.

Instructor, hospital (education).--A Nurse III who instructs girls in training in the art of nursing.

Maid, ward.*--Performs cleaning duties in a hospital ward, such as mopping floors, cleaning windows, woodwork, and furniture and dusting out rugs; attends to patient's plants and flowers; may serve patient's meals and remove empty trays and dishes. Seldom performs any personal service for patient, ref. Nurse Aide.

Mother's helper.--Receives instruction and supervision from housewife while learning to do housework; helps employer to clean, cook, make beds, wash and iron clothes, and perform other duties of a similar nature; may watch children to keep them out of mischief; may run errands. Usually a young untrained girl.

Nurse III.--Performs various nursing duties requiring prescribed education, experience, and skill in the art of caring for ill and injured persons; does general nursing work in the wards of infirmaries, hospitals, or sanitariums; administers medicines, ointments, and drugs as instructed by a Physician; observes symptoms, takes and records the temperature, pulse, and respiration of patients and charts these according to standard practice; changes dressing on wounds or injuries; bathes and massages invalid persons; feeds helpless patients; serves meals as prescribed to patients; prepares operating room; sterilizes instruments; assists in administering ether or chloroform.

Nurse aide (hospital attendant).--Performs various duties in a hospital under the direction of, or at the request of, a Nurse, Institutional; carries meal trays; does cleaning and odd jobs; bathes and dresses patients; answers call bells; makes beds; gives alcohol rubs. A female worker. ref Orderly for male worker.

Nurse, Army or Navy.--A Nurse III who renders first aid to soldiers or sailors who become ill or injured in line of duty.

Nurse, city or county.--A Nurse III retained by the city or county government to render first aid or subsequent treatment to ill or injured employees.

Nurse, graduate.--A Nurse III who has completed required educational qualifications but who has not fulfilled all legal requirements, usually the passing of an examination to become a Nurse, Registered.

Nurse, head (director, nurses; nurse, supervising).--A Nurse III who has direct charge of, and responsibility for, the nursing service and training of student nurses on a floor or ward of a hospital or similar institution, performing duties such as assigning patients to student nurses, giving them instructions and supervision in the care of patients, supervising Nurses, staff, insuring the bed linens are changed and Physician's instructions regarding individual patients are executed, and ordering supplies.

Nurse, industrial.--A Nurse III who renders first aid to employees or persons who become ill or suffer an accident on the premises of a department store, factory, or similar industrial or commercial establishment; attends to the subsequent dressing of employee's injuries; keeps records of patients treated and prepares accident reports for compensation or other purposes. May perform other duties

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* Federal Security Agency. Dictionary of Occupational Titles. Supplement 1942.

depending upon plant and policy of management, such as sterilizing instruments used by plant Physician, visiting ill employees' homes and attending to their medical needs, supervising the preparation and sale of food in plant cafeteria, and cooperating with department heads and employees in seeking to reduce accidents by the installation of better lighting, ventilating, and recreational facilities. This worker is usually required to be a Nurse, Registered.

Nurse, infant welfare.--A Nurse III who care for women during pregnancy and instructs them in proper care of children; attends children of preschool age, prescribing proper diet and assisting in other capacities.

Nurse, infant's (nurse, baby's).--Tends to the care and feeding of infants; changes and washes soiled clothing, sterilizes equipment, such as bottles, diapers, and feeding utensils, and gives sponge, oil, or tub baths; takes baby into fresh air and sunshine for several hours daily; feeds child at scheduled periods during day and night; may prepare diet according to Physician's formula. ref. Nursemaid.

Nurse, institutional (nurse, hospital).--A general term used to designate a Nurse III who is regularly employed on the staff of a hospital, sanitarium, or other institution.

Nurse, operating room.--A Nurse III who assists the Surgeon in the operating room of a hospital, performing duties such as laying out and checking sterilized instruments and equipment, handing Surgeon instruments, sponges, and other equipment as he needs them, noting patient's reactions and notifying Surgeon of such, adjusting dressings, and checking carefully all instruments and equipment after the operation. May administer anesthesia.

Nurse, practical (nurse).--One who has a knowledge of nursing secured primarily through practical experience, as opposed to Nurse III who is required to have fulfilled prescribed educational qualifications; legal restrictions often limit scope of practice to patients in private homes. Attends bedridden, convalescent, infirm, or mental patients; cooperates with Physician by administering medicine, injections, or massages, and recording scheduled readings of pulse and temperature; gives bed baths or helps patient to bathe; changes bed linen; looks after patient's personal appearance by combing hair, manicuring nails, and dressing patient; prepares special diets and serves meals; may feed patient; may accompany patient on walks or automobile drives; may read to patient; performs any other service during day or night to increase patient's comfort.

Nurse, private.--A Nurse III who engages in private practice, attending patients either in the home or in a hospital.

Nurse, registered.--A Nurse III who has successfully completed a prescribed course of study and training at a recognized school and hospital and who has passed state examinations or otherwise complied with legal requirements necessary for her to practice the art of nursing under the title, Nurse, Reigstered.

Nurse, school.--A Nurse III (medical ser.) who performs general nursing duties at a school; ascertains that sick children are kept at home; assists Physician (medical ser.) in examining students and explains his advice to parents; conducts or advises corrective exercises; has charge of health lectures and other mediums of health propaganda at school.

Nurse, staff (nurse, general floor duty).--A Nurse III who attends hospital patients who are too poor to afford a Nurse, Private or whose condition does not require such services; executes Physician's orders regarding diet and medication; bathes patients; changes dressing on wounds; performs other nursing duties.

Nurse, student.--A general term applied to any person who studies nursing and performs simple nursing duties in a hospital in preparation for qualifying as a Nurse III.

Nurse, trained.--A general term applied to any Nurse III who has gained her knowledge of nursing from educational instruction as opposed to Nurse, practical whose training is gained through experience.

Nurse, visiting.--A Nurse III who gives bedside care to patients confined to their homes; gives instructions in nursing care to family of patient; teaches health habits and demonstrates their proper execution in the home; performs similar duties of the nature of social work in which public health is concerned.

Nursemaid.--Performs the more simple duties concerned with the care of children, such as washing and ironing clothes, reading to or playing games with children, taking them for walks, and watching them at play, to relieve parents or governess. Is not employed by the day, as opposed to Child Monitor. ref. Nurse,Infant's.

Orderly.--Performs various heavy duties in a hospital under the direction of, or at the request of, a Nurse, Institutional; lifts patients to and from bed; wheels patients to and from the operating room; carries meal trays; does cleaning and odd jobs; bathes and dresses patients; answers call bells; makes beds; gives alcohol rubs. A male worker. ref. Nurse Aide for female worker.

Source: United States Employment Service. Dictionary of Occupational Titles. Washington, D.C., U. S. Government Printing Office, 1939. Part I, "Definitions of Titles," 1287 pp., $2.00; Part II, "Group Arrangement of Occupational Titles and Codes," 330 pp., $1.00.

Columbia University in the City of New York
WAR WORK INFORMATION BUREAU
COOPERATING WITH THE NATIONAL ROSTER OF SCIENTIFIC AND SPECIALIZED PERSONNEL

301 PHILOSOPHY HALL

February 12, 1943

Miss Janet M. Hooks
Assistant Economist Analyst
Women's Bureau
U. S. Department of Labor
Washington, D. C.

My dear Miss Hooks

Many thanks for your informing letter and the material with it. I am hoping that the bureau will make a study of women's work in professional and semi-professional fields. I am interested to hear that you feel there has been over-emphasis on personnel work for that is one of our great problems.

Most of the sources of information which you mention we are already using. I will look into the others. I hope you will keep our bureau in mind and let us have any information which you think will be useful to us.

Sincerely yours,
Margaret B. Pickel
Margaret B. Pickel
Adviser to Women Graduate Students

MBP:W

December 18, 1940

Mr. F. C. Strowger, Manager
Contract Sales Division
Eastman Kodak Company
Rochester, New York

My dear Mr. Strowger:

The problem of training needs of women in services connected with the defense program is a matter of concern to the Women's Bureau at the present time.

One of the services which will probably become increasingly important in both military and non-military aspects is photography. Mr. Roy Stryker of the Farm Security Administration suggested that we get in touch with you, since you have undoubtedly been considering future requirements in the field of photography.

On Thursday, December 26th, Miss Janet Hooks of the Women's Bureau staff will be in Rochester between trains. She would very much appreciate an opportunity to discuss the matter with you. She is particularly interested in finding out what industries are using photography to facilitate production processes, what portions of the photographic techniques women could do, the amount and type of training necessary for such work, and how considerable you believe the expansion of photography resulting from defense activities will be.

Miss Hooks plans to arrive in Rochester at 3:34 p.m. and leave later in the evening. I realize that this is rather late in the afternoon but hope very much that it will be possible for you to see her. Will you please let her know at 297 Ogden Avenue, West Englewood, New Jersey.

We shall be most grateful for any cooperation you are willing to give in this matter.

Sincerely yours,

JH:ld

Mary Anderson, Director

Pidgeon

WOMEN'S BUREAU
DEC 26 1940
DEPARTMENT OF LABOR

EASTMAN KODAK COMPANY

ROCHESTER, N.Y.

December 23, 1940

Miss Mary Anderson, Director
Women's Bureau
U. S. Department of Labor
Washington, D. C.

Dear Miss Anderson:

Mr. Strowger has asked me to acknowledge your letter of December 18 and to let you know we shall be happy to talk to Miss Janet Hooks this coming Thursday afternoon when she stops in Rochester between trains.

I have written Miss Hooks arranging an appointment, and we shall be glad to see that she has an opportunity to talk with the people in our organization who are best qualified to discuss photographic applications in connection with the work of the National Defense Program.

Yours very truly,

EASTMAN KODAK COMPANY

T. F. Pevear

Sales Department

TFPevear:JMA

EASTMAN KODAK COMPANY

ROCHESTER, N.Y.

December 23, 1940

Miss Janet Hooks
297 Odgen Avenue
West Englewood, N. J.

Dear Miss Hooks:

We have a letter of December 18 from Miss Mary Anderson, Director of the Women's Bureau of the U. S. Department of Labor, telling about your interest in photographic work for women in connection with the National Defense Program.

We understand you will be making a stop in Rochester on Thursday December 26 between trains and plan to arrive at 3:34 in the afternoon. We shall be very happy to have the opportunity to talk with you at that time and suggest you take a taxicab from the railroad station to the Main Office of the Eastman Kodak Company at 343 State Street. If you will please ask for the writer, I shall arrange to put you in touch with the people in our organization who are best qualified to discuss this subject with you.

I shall look forward to seeing you on Thursday afternoon.

Yours very truly,

EASTMAN KODAK COMPANY

T. F. Pevear

Sales Department

TFPevear:JMA
Special Delivery

263

In reply address not the signer of this letter, but Bureau of Naval Personnel, Navy Department, Washington 25, D.C.

Refer to No.

Files

Pers-170-wed

NAVY DEPARTMENT
BUREAU OF NAVAL PERSONNEL
WASHINGTON 25, D.C.

6 May 1949

War files

Miss Florence Musson
Women's Bureau
Department of Labor, Room 1316
Constitution Ave., at 14th
Washington, D.C.

My dear Miss Musson:

In response to your verbal request for information regarding the Navy's plans for utilization of women personnel, I am enclosing some material for your files.

Sincerely yours,

B. Dunn

Bess A. Dunn
Commander, USN
Assistant Director
Women's Division

Encl.

#977

JOB FREEZING Letters.

War file

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May 21, 1948

War file

Miss S. Elizabeth Walker
115 Lincoln Avenue
Bellevue, Pittsburgh 2, Pa.

Dear Miss Walker,

Your letter of May 8 was of interest to the Women's Bureau, in which you speak of the opportunities for women in aviation, not only as hostesses and stewardesses but in the manufacture of airplanes, and I note that you yourself were a member of the Air Corps during the war.

In answer to your specific questions, there are no exact statistics on the number of women employed in aircraft plants but we are sending you an article written in 1943 on women workers in two wars in which aircraft manufacture is discussed on page 9, with numbers employed given. Detailed statistics for employment in aircraft-and-parts, and aircraft engines, are not available since the war years, but the proportion of production workers who were women is available for different years. For instance, by December 1944 women formed 39 percent of aircraft-and-parts factories, and 31 percent of aircraft-engine plants but by December 1945 these proportions had dropped to 17 percent and 10 percent, respectively; In December 1946, 13 percent and 7 percent, respectively; in May 1947 (the last date for which such information is available) 12 percent and 7 percent, respectively. It should be pointed out, in addition, that this is not the complete story on women in the manufacture of aircraft, because so many automobile plants were engaged in manufacturing aircraft and parts, but the Bureau of Labor Statistics did not include the automobile "story" in the statistics for the specific item "aircraft and parts", and "aircraft engines."

We do not have any information about the WASPS.

No information has come to us about women radio technicians and operators who are service trained. Neither is it possible to get the detailed occupational statistics from current Bureau of the Census releases on employment trends.

Sincerely yours,

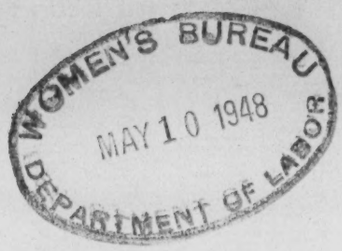
Frieda S. Miller, Director

FSM:RFN:eh

H/M pub. 1943

Enclosure 2 wars
243 all
Job Future
pink list
Mpls + Minneapolis sheet
List for 243

Nyswander



118 Lincoln Ave.
Bellevue, Pittsburgh 2, Pa.
May 8, 1948.

Women's Bureau
U.S. Department of Labor
Washington, D.C.

Gentlemen:

When we speak of jobs for women in aviation, there is still a suprisingly large number of people who think only of Hostesses and Stewardesses. As a member of the Air Corps during the war I had an opportunity to see the effective work which women could do in jobs which, before, had been denied them on account of their sex. As a teacher and counselor I am interested in the opportunities which are now open or are being opened to women in this, one of the expanding fields of industry.

Can you give me the following statistics, ?

1. Number of women employed in manufacture of airplanes, and instruments and parts, about 1939 or before the war, at the peak of the war years, and presently,
2. Number of WASPS currently holding flying jobs or jobs in aviation.
3. Number of service trained radio technicians and operators (women) currently employed in that field. and women not service trained employed in that field.
4. Number of women in the service and clerical phase of aviation.

Please place my name on your mailing list for publication which I might use in my work as a counselor. Is it possible to get the Sept. 30, 1947 edition of Facts on Women Workers. If you have other publications on women in industry, I would appreciate receiving them.

Yours truly
(Miss) M. Elizabeth Walker

List for 223

223 - all
Fd future

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October 13, 1947

War file

Mr. O. D. Adams
Director of Vocational Education
Board of Education
San Francisco, California

Dear Mr. Adams:

At the request of Miss Louise Moore, of the U. S. Office of Education, we are sending you a copy of our recent report on Bridgeport, Connecticut, and a copy of our study of Women Workers in Ten War Production Areas.

We hope the Bridgeport study will give you some suggestions for your new survey of vocational needs in San Francisco. Bulletin No. 209 will give you some data about women workers in San Francisco during the war.

At the present time, unfortunately, we do not have a regional representative on the west coast. A new person who has just been appointed for this work is now in training in the Washington office. Her name is Mrs. Adelia B. Kloak. We anticipate that she will be in California about April 1948.

We are very much interested in knowing that a new trade school is being considered in San Francisco and would appreciate it very much if you would keep us informed about your work, particularly as it relates to women.

Sincerely yours,

Frieda S. Miller
Director

Enclosure

CC: Mrs. Nason
Miss Louise Moore, U. S. Office of Education

CW

(sent to Miss Moore with other material 10/13/47)

CW lc

FILE COPY

Initials

16—33756-1 GPO

368

July 8, 1947

Mr. Sheldon Tabb
3900 Brown Street
Philadelphia 4, Pa.

Dear Mr. Tabb:

Your letter requesting information on postwar employment of women has been referred to me, since Miss Hooks is away on her vacation. Our report on Women's Occupations Through Seven Decades has just gone to the printer and will not be available for many months. I am enclosing the only material we now have at hand on this subject:

Employment of Women in the Early Postwar Period (Bulletin 211)

Women Workers in 1947 (Material prepared by us in May for use of the Women's Trade Union League at their conference.)

Copy of an article, "Reconversion and the Employment of Women," from the Public Affairs Magazine, Nova Scotia, Canada.

The first report was prepared at the request of the International Labour Office Section on Women's Work, and was published in the fall of 1946. Since your interest is in the effects of war on the employment of women this early postwar material may be helpful if it contains anything you have not had. The second item is very summary in form, though it contains more recent material.

I hope you may find these publications of some interest.

Very sincerely yours,

Mary Elizabeth Pidgeon, Chief
Research Economic Studies Section

Enclosures.

FILE COPY

Initials
MEP/vh

16—33750-1 GPO

Williams-Rogers 7/14/47

3900 Brown Street,
Philadelphia 4, Penna.
July 2, 1947

Miss Janet Hooks,
Women's Bureau,
U.S. Department of Labor,
Washington 25, D.C.

Dear Miss Hooks:

I am a graduat student at the Wharton School of Finance and Commerce of the University of Pennsylvania. My thesis topic is The Effects of World War II Upon Women Employment in the Early Post War Years.

During a recent discussion with Miss Palmer of the University's Industrial Research Department, Miss Palmer mentioned the fact that you were doing some work on occupational trends. Since my thesis will attempt to show the development of certain occupational trends during the past fifty years and the effect of the war upon these trends - if any -, any information relevant to my problem would be very much appreciated.

My paper is nearing completion and a prompt reply would be very much appreciated.

Very truly yours,

Sheldon Tabb

SHELDON TABB

Robinson
Whitehorn
Lansdale

Twenty-First
Womens Patriotic Conference on National Defense
January 24, 25 and 26, 1947
Hotel Statler :: Washington, D. C.

SECRETARY
MRS. DAVID D. GOOD
609 LINGLE STREET
OSCEOLA MILLS, PA.

TREASURER
MRS. FREDERICK C. WILLIAMS
230 RHODE ISLAND AVE., N.E.
WASHINGTON 2, D. C.

Folder
Files

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NATIONAL PRESIDENT
LADIES AUXILIARY TO THE
VETERANS OF FOREIGN WARS
OF THE UNITED STATES
406 WEST 34TH STREET
KANSAS CITY 2, MISSOURI

WOMEN'S BUREAU
FEB 6 1947
DEPARTMENT OF LABOR

398

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AMERICAN GOLD STAR MOTHERS, INC.
1255 EAST SECOND STREET
LONG BEACH 3, CALIFORNIA

MRS. JULIA A. KULL
NATIONAL PRESIDENT
NATIONAL AUXILIARY
UNITED SPANISH WAR VETERANS
40 G STREET, N.E.
WASHINGTON, D. C.

Wanfle

February 4, 1947

My dear Miss Miller,

May I extend to you our grateful appreciation for your participation and interest in the Twenty-First Womens Patriotic Conference on National Defense. Your address was a major factor in the favorable reception given the Conference both by the delegates who attended and by the press.

The general consensus at the Conference was that it was the most successful held to date, and we want to thank you again for your outstanding contribution and your friendly cooperation.

Sincerely yours,

M. Frances Anderson

MRS. M. FRANCES ANDERSON
Chairman, Arrangements Committee
Past National President, Ladies
Auxiliary to the Veterans of Foreign Wars

Miss Frieda S. Miller
Director, Women's Bureau
Department of Labor
14th Street & Constitution Avenue
Washington, D. C.

WOMEN'S BUREAU FILES
CROSS REFERENCE

1948-53 &c

NAME (To / From) Registration of Women

~~NUMBER~~ 3-4-2-6.1

ADDRESS

DATE war -

SEE NUMBER

SUBJECT

(WB 55-324)
Labor-DC

325

March 25, 1944

Mrs. Howard Schomer
1924 Chestnut Street
Philadelphia, Pennsylvania

Dear Mrs. Schomer:

I am sending you two mimeographs dealing with women in war industries in Great Britain prepared some time ago by the Women's Bureau. In addition, several issues of the Labor Information Bulletin, which are enclosed, have articles dealing with women's work in Great Britain. The British Library of Information pamphlets which you have undoubtedly will bring you up to date on the coverage of womanpower policies, the outlines of which were well formulated by the time the Women's Bureau Supplement was issued.

If you wish to analyze the day-to-day workings of the womanpower program, you will want probably to go through the files of publications such as the following, some of which may possibly be available at the Philadelphia Library or at the University of Pennsylvania Library. If not, by writing to the Director of the British Library of Information in New York, you may be able to arrange to have material sent for your use to either of these libraries.

Ministry of Labor and National Service. Ministry of Labor Gazette (Monthly), and Engineering Bulletin (Monthly).

Parliament, House of Commons. Official Report.

British periodicals, such as The Economist (Monthly).

British newspapers, such as the Daily Herald, the Manchester Guardian.

Publications of the International Labor Office, such as The Labor Situation in Great Britain (1941); Wartime Transference of Labor in Great Britain (1942); and current issues of the International Labor Review (Monthly).

I hope this information will be helpful to you. If we can be of further service, please feel free to call on us again.

Sincerely yours,

JMHiml

Mary Anderson, Director

Enclosures

WOMEN'S BUREAU
MAR 23 1944
DEPARTMENT OF LABOR

1924 Chestnut St.
Philadelphia, Pa.
March 22, 1944

Miss Mary Anderson
Women's Bureau
Dept. of Labor
Washington, D.C.

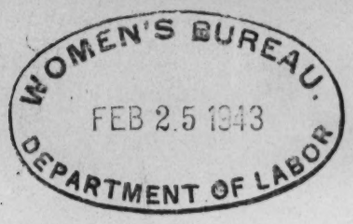
Dear Miss Anderson:

I am attempting to make a study of how conscription of women has worked in England during this war - the techniques used, the problems, and the consequences. The pamphlets put out by the British Information Services on this subject have been most helpful, but I find myself at a loss to find any other source material. Has the Woman's Bureau made any independent study of this social phenomenon and published any material on it? I should appreciate your sending me, or referring me to, any information on the way conscription of women is working in England.

Sincerely,

Elsie Schomer

Mrs. Howard Schomer
Social worker



742 Montgomery Street
Brooklyn, New York
February 24, 1943

Miss Mary Anderson
Women's Bureau Labor Department
Washington, D. C.

Dear Miss Anderson:

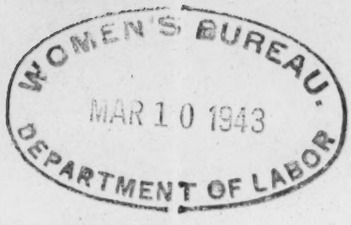
I beg you to discourage the legislation of the National War Sercice Act as it will give rise to the persecution, prosecution, and oppression of our liberty loving American citizens. Our Government was founded by men and women as much opposed to the authoritarian state as to authoritarian religion. To return to regimentation will be liquidating the progress of the past one hundred and fifty years.

I am opposed to conscription, war and its operations, and I will not register for that purpose. I feel that wars are the most inhuman of processes and the greatest curse to humanity and every fiber of my being rebels against it. After the days of the Bible wars were not God made, and because of it the opinion of the pacifists for the good of humanity should be just as much respected as that of the militarists. Since conscription and compulsory registration of women for war work is part of the war machinery, I can no more accept it than I can change my religion.

Respectfully yours,

Esther H. Eichel

(Mrs.) Esther H. Eichel



Los Angeles, Calif.
Mar. 5, 1943

Mary Anderson
Military Affairs Com.
Washington, D. C.

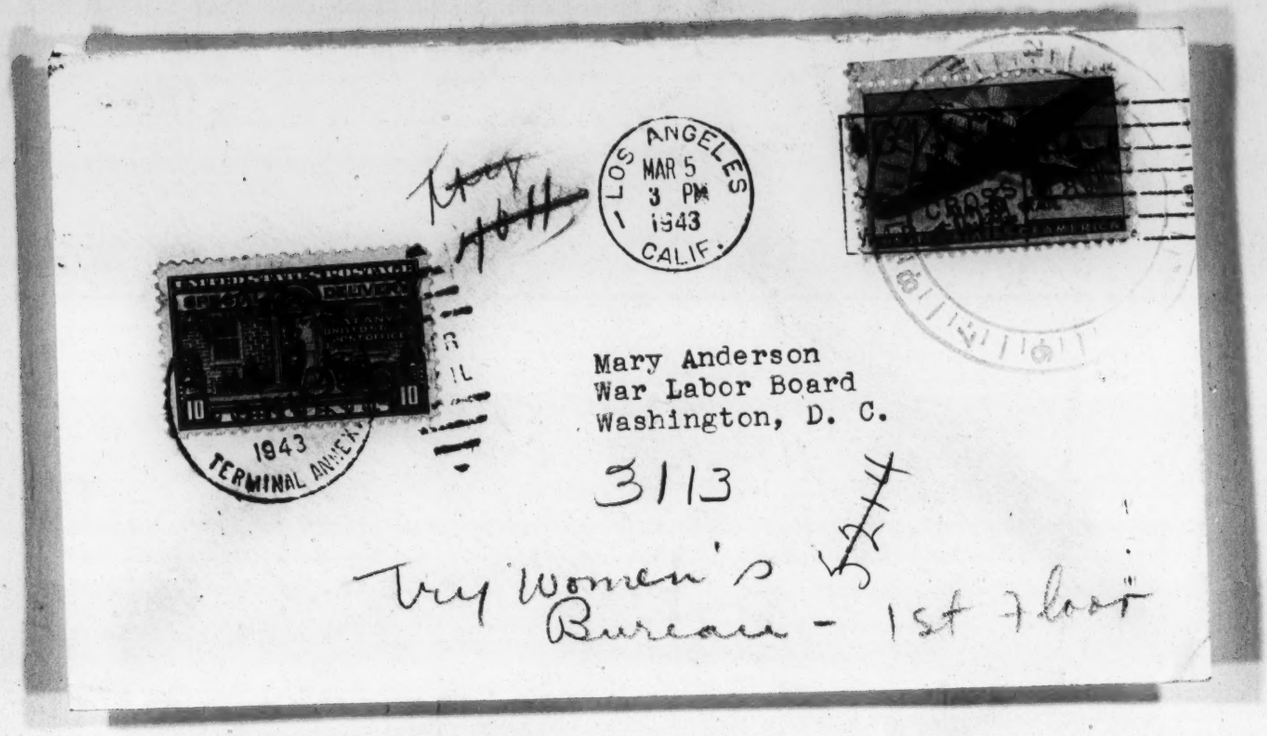
Dear Madam:

We must not allow selfish interests to regiment a free people. The Austin-Wadsworth bill must not pass if we are to retain the freedom that we are fighting for. Some Hitler-complexed persons would like to enslave labor under the pretext of man-power problems, but it is much ado about nothing for there is plenty of labor to win the war in the free way.

Let women register voluntarily for war work and you'll find that there is more than enough labor. Girls and women should not be peremptorily forced into men's work unless they are willing, but you'll find those who are able will be willing to help win the victory. Women are homemakers, not mechanics, and women do not make warfare, but they'll help win this one, and they'll insist that this one ends it! Keep America free so that this great country will be a true exponent of democracy in the peace to come.

Yours truly,

Enid Snyder


LOS ANGELES
MAR 5
3 PM
1943
CALIF.
UNITED STATES POSTAGE
10
1943
TERMINAL ANNEX
CROSS
Mary Anderson
War Labor Board
Washington, D. C.
3113
Try Women's
Bureau - 1st floor

Labor

Registration

RESPECTFULLY REFERRED FOR ACKNOWLEDGMENT AND CONSIDERATION

M. H. McIntyre
Secretary to the President

WOMEN'S BUREAU
JAN 14 1943
DEPARTMENT OF LABOR

Los Angeles, California
December 31, 1942.

President Roosevelt,
Washington, D. C.

JAN 14 1943
CHIEF CLERK'S
DEPT. OF LABOR

Sir;

I think your idea of drafting women into service is degrading to the lowest degree to American womanhood. I flatly refuse to cooperate with you in this matter.

Why can't the United States stand on her own two feet without imitating foreign Nations?

A Voter,
Mary Savana
2821 Manitou Ave.,
Los Angeles, California.

Elmore Ohio
Jan 11, 1943.

W. S. Womens Bureau.
Dear Madam.

Would you please send me some Bulletins on "Should ... American women be conscripted for service like these British Cousins". I want to use it for our Club meeting. Jan 20.

Thank you.

Mrs Edw. Durdel

Over.

Registration

January 16, 1943

Mrs. Edward Durdell
Elmore, Ohio.

My dear Mrs. Durdell:

We have your inquiry of January 11th, regarding conscription of women in this country, similar to that in Great Britain. We are asking the War Manpower Commission to send you a statement Mr. McNutt (chairman) made recently regarding recruitment of women.

Conscription of women for the armed forces is not contemplated, I believe, unless and uhtil the WAACS, WAVES, and SPARS increase the numbers to be recruited, and voluntary enlistments prove inadequate.

As to conscription for industrial purposes, proponents of a proposed law drafting labor have not reached agreement, as to provisions in such a law, nor has the director of the War Manpower Commission (Mr. McNutt), indicated that he thinks the time is yet here for such a drastic step.

Sincerely yours,

Mary Anderson, Director

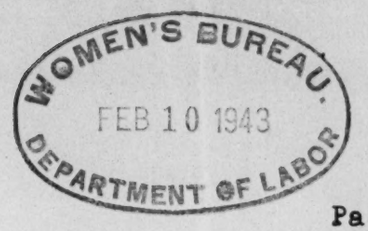
rfn
cc

Address.

Mrs Edw. Durdell.
Elmore, Ohio.

WOMEN'S BUREAU.
JAN 14 1918
DEPARTMENT OF LABOR

Registration



Pasadena, Calif.

Feb. 8, 1943

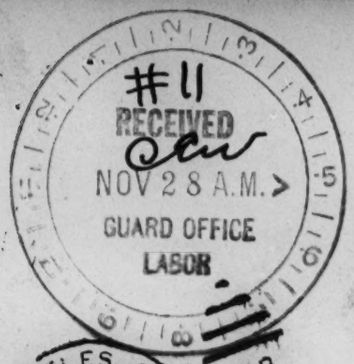
Miss Mary Anderson
Washington, D. C.

Dear Miss Anderson:

The women of America demand that America lead the way in true democracy without Europe's hated system of regimentation! We have accomplished more in one year by our free system than they have in three years of slavery!

Our women believe that any registration of women for war work must be on that voluntary system that our red-blooded forefathers instituted here. Women willing to do war work will gladly register for such, and this great land will have more than enough workers without resorting to enslavement of labor. Americans are indignant at the insidious methods of bureaucrats who would regiment this nation a la Hitler. Why are we fighting if we admire his system? This country will need real homemakers when vistory is won, not weak copies of men. And men will need their rightful jobs to keep up the homes. Keep America a real home nation, not a carbon copy of wrangling Europe. Let us lead the way in real democracy. Men started the wars, women must see that it does not happen again. Women must make the peace terms.

Yours respectfully,
Arline K. Adams



Air Mail

Miss Mary Anderson
War Labor Board
Washington, D. C.

Files
Registration

Nov. 27, 1942

WOMEN'S BUREAU
NOV 30 1942
DEPARTMENT OF LABOR

Miss Mary Anderson
Washington, D. C.

Dear Miss Anderson:

Americans feel that any registration of women for war work should be strictly voluntary. After all we are fighting for freedom--let us retain it here. Free workers are willing workers. Women are not the natural breadwinners and should not be forced out into work they absolutely dislike and are not qualified for. Those women who wish to do war work or train for it should be allowed to voluntarily register for it. That is the American way. Any other way smacks of Totalitariansim--we're fighting that! Keep Americans free. Both men and women feel tense about their freedom. Labor freedom especially.

Yours truly,

Ruth Claudia Jordan

Ruth Claudia Jordan

Code
CHILDREN'S HOME
226 South Orange Ave.,
Phone MA 2-3982

Files
Registration

The
Association To Provide and Maintain
A HOME FOR THE FRIENDLESS
Newark, N. J.

Incorporated 1872

November 25, 1942

DEC 1 1942
OFFICE OF CLERK
DEPT. OF LABOR

President Roosevelt's Joint Labor Advisory Council
White House
Washington, D. C.

Gentlemen:

Subject: "Registration of Woman-Power"

Whether the registration be compulsory or voluntary, it is probably going to effect the Child Welfare Field quite seriously orcan/ or will/ there be a clause exempting women in child welfare work?

With all the children dependent or otherwise, due to no mothers or mothers going into War work, our Institutions are not only crowded to capacity with children but the "help" scarcity problem is now more acute than we can satisfactorily cope with and should this now shortage of help be increased because of the contemplated demands of "Woman Power" many of us, I daresay, most of us, would have to close our doors to these homeless, motherless and dependent youngsters.

Just to show the present status in this one Institution alone, the Superintendent is filling the jobs of Nurse, Dietician, Office clerk-stenographer, Case-worker and Home-work supervisor.

In other departments we are short a Case-worker, Cook's assistant and dishwasher, waitress, laundry helper and a Housemother.

Of course those now on the staff are doing their jobs and more and are glad and willing to do so because of the "All Out" cause, but they are "doing" to their utmost capacity as it is and should the Government demand our women for more direct war work, we fear for the outcome of our Child caring Shelters and Institutions.

As it is our salaries in this Field are not particularly inviting to women now able to make so much in War Industries, but should their services be demanded we, the Charitable Institutions, would have to fold up.

We urge and beg of you to kindly give this serious consideration before completing your rules and regulations on this subject.

Most respectfully submitted,

(Mrs) Jessie M. Dunstan
Directress

JM/D

RECEIVED
DEC 2 1942
DIV. FED. CONTRACTS
DEPT. OF LABOR

In reply refer to NA/DS

Form WH-2 (Rev.) (7-40)

U. S. DEPARTMENT OF LABOR
WAGE AND HOUR DIVISION

TRANSMITTAL SLIP

TO:

Women's Bureau

Room 1307

FROM:

Wage & Hour & P.C.Divs.

Date 12/4/42

REMARKS:

FOR:

- ☐ Approval.
- ☐ Signature.
- ☐ Recommendation.
- ☐ Remark.
- ☐ Information.
- ☐ To check.
- ☐ Previous papers.
- ☐ File.
- ☐ Prepare reply.
- ☐ See me.
- ☑ Necessary action.
- ☐ Note and return.

GPO 16—19961

12/1

Sent To
Wage and
Return
Bd -
Lewis
Send to Women's Bureau

Code
CHILDREN'S HOME
226 South Orange Ave.,
Phone MA 2-3982

The
Association To Provide and Maintain
A HOME FOR THE FRIENDLESS
Newark, N. J.
Incorporated 1872

November 25, 1942

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White House
Washington, D. C.

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Most respectfully submitted,

(Mrs) Jessie M. Dunstan

JM/D

Directress

226 South Orange Ave.,
Newark N. J.

NEWARK
NOV 26
10 PM
1942
N. J.

WAR
BONDS

Labor Dept

~~PRESIDENT ROOSEVELT'S~~
Joint Labor Advisory Council

[redacted]

Washington, D. C.

Registration

WOMEN'S BUREAU
DEC 14 1942
DEPARTMENT OF LABOR

RECEIVED
OFFICE OF SECRETARY OF LABOR
DEC 10 1942
AM 9|10|11|12|1|2|3|4|5|6 PM

December 9, 1942.

Miss Frances L. Perkins,
Department of Labor,
Washington, D.C.

Dear Miss Perkins:-

I understand it is the ambition and intention of the governmental departments in Washington to cut down on all clerical work as much as possible. One matter that soon will be under very serious consideration will be the question of registering women.

I am a very young woman and I have worked with older women, say, 45 years and over, and while they start out in a position all energy and determination to succeed, they fall by the wayside. I think it would be a wicked waste of money to register women above 45 years of age. We need these older women (childless or otherwise) in the home. People of foreign countries are more fortunate than the average American-born woman, they are twice as strong. Now and then we hear of women over forty-five years of age during miraculous things, working long hours, etc., but in the long run they do not last. This is truly a dangerous age for them.

We are not short of manpower, we have millions of unemployed men in the entire United States, and if it should be necessary to take women, why not consider only those in the age group 18 to 45 years, or high school girls - there are millions in this group too. The churches can do a lot in persuading the older women to assist on a part time basis in department stores and small shops while our younger women go in defense plants - the younger women are not inclined to worry so much and do get a thrill out of working along with the men in defense work. We need the older women to keep the home fires burning and make life more enjoyable for the defense workers. If we register women 45 yrs. & over (many are Grandmothers) we are wasting money for government help such as clerks, typists and file clerks, making records of women we will never use. This war will be over this time next year and we will then realize what a waste of endeavor this really was.

Best of luck in your new job.

Very truly yours,

A Patriotic Citizen

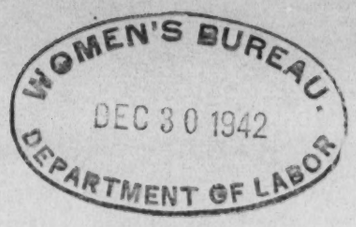
P.S. Why not consider young, healthy college girls. These girls could invest their earnings in War Bonds - now they earn nothing. We could use 16-18 yr. olds.

MISS FRANCES L. PERKINS,

SECRETARY OF LABOR,

WASHINGTON, D.C.

Personal



Los Angles, Cal.
Dec. 24, 1942

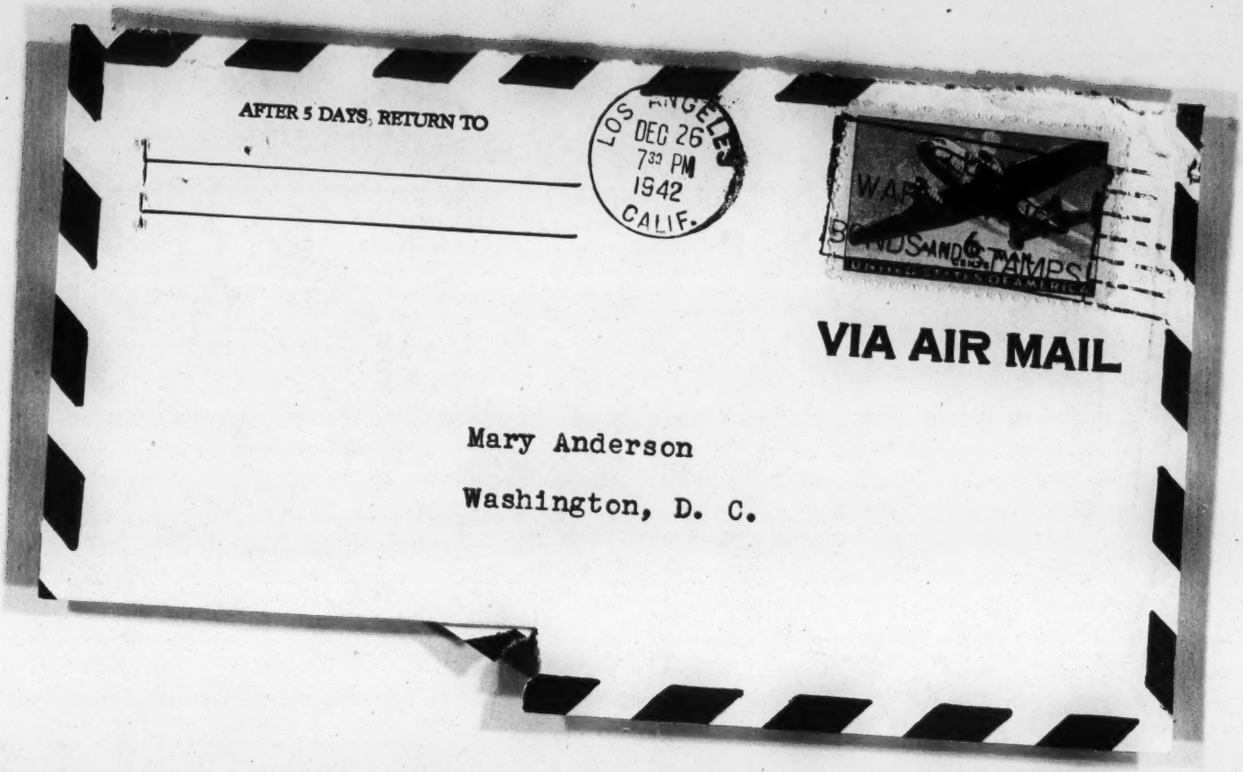
Mary Anderson
Washington, D. C.

Dear Miss Anderson:

The women of America ask that you keep this country really free. Women do not make wars nor approve of them, so certainly they should not be forced out like Hitler-subjects. They will never object to voluntary registration for war work, but they want no enslaved labor . We need fewer laws and less red tape. We will win the victory with free labor and an unregimented womanhood.

Yours truly,

F. Fulton


AFTER 5 DAYS, RETURN TO
LOS ANGELES
DEC 26
7³⁰ PM
1942
CALIF.
WAR
BONDS AND STAMPS
VIA AIR MAIL
Mary Anderson
Washington, D. C.

Labor

Registration

WOMEN'S BUREAU
DEC 30 1942
DEPARTMENT OF LABOR
RESPECTFULLY REFERRED
for
information
M H McIntire
Secretary to the President

Middletown Ohio
Dec. 23rd 1942

DEC 30 1942
DEPT. OF LABOR

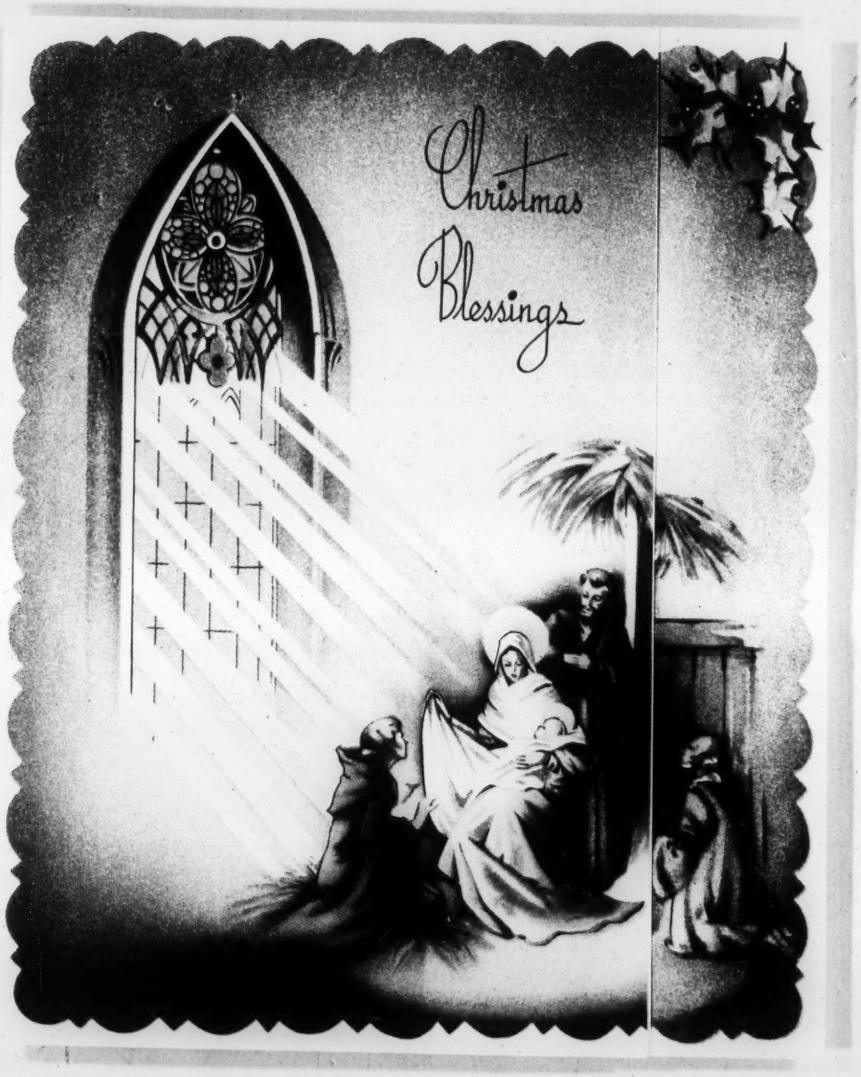
Commander in Chief
President Roosevelt:-

My dear President of us all in the U.S. I wish with all my heart you & your family have a happy Christmas & New Year 1943.

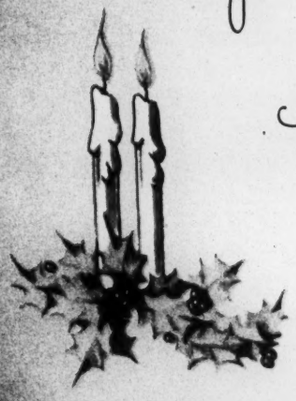
This has been the sad. dest year of my life. All I have left of a once happy home is my door key. But I am thankful for that much.

Which I would like to ask you is to use your own kindly judgment & mercy & pay no attention to that Lester Granville Clark, of Think of New York. He would have us pushed around as cattle. This enlisting of women by force has about got me unbalanced. I am 55 yrs. & worked since I was 13½ yrs. & I know that old

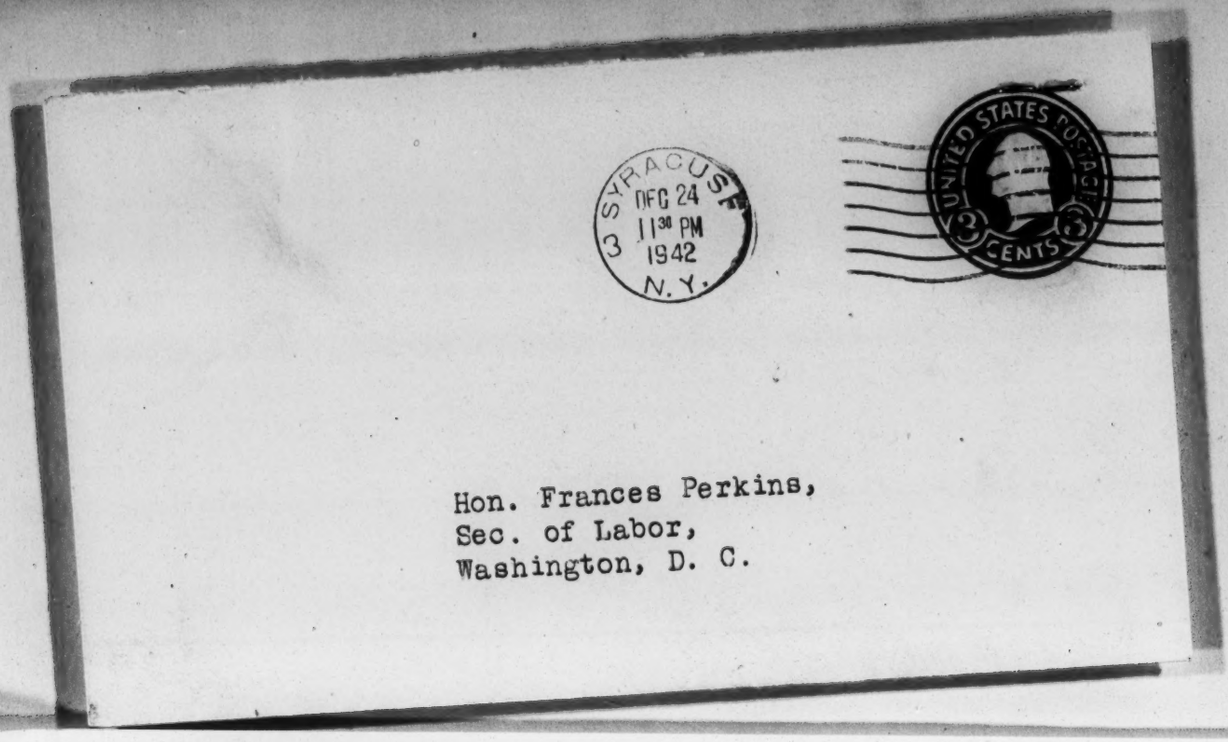
Augustus Caesar didn't do that in Judaea
& Etc.
Old Tiberius was not elected by the
nation & we want only your
judgement.
Wishing you good health & the end
of the war soon.
Gratefully for all you
can do for us.
A Constant Voter.


Christmas
Blessings

May God's Love bless you
at Christmastime
And bring you Joy
throughout the New Year.



T- all the Rousseault family.



Hon. Frances Perkins,
Sec. of Labor,
Washington, D. C.

229 Gordon Ave.
Syracuse, N. Y.
December 23, 1942.

WOMEN'S BUREAU
DEC 31 1942
DEPT. OF LABOR

Hon. Frances Perkins,
Washington, D. C.

Dear Sir:

Due to the alarming increase in juvenile delinquency throughout the country, I sincerely hope that the government will not take steps to compel women to register for war work. I believe that a woman can do the most good training her children in her home to be useful citizens of tomorrow. We must think of the future as well a s the present welfare of our country.

I agree with the Chairman of the Appropriations Committee that production of the non-essentials should entirely cease in order to free enough manpower to produce the essentials before any conscription of labor takes place.

Respectfully yours,

K. G. Wallace

Files

WOMEN'S BUREAU
NOV 23 1942
DEPARTMENT OF LABOR

Washington D.C.
November 22, 1942

WOMEN'S BUREAU
NOV 23 1942
DEPARTMENT OF LABOR

Mary Anderson
Women's Bureau
Department of Labor
Washington, D.C.

Dear Miss Anderson:

You must already be possessed with the realization that every concession to force and coercion will make democracy that much harder to regain and cherish. I would urge you with the strength of my sincerest conviction to oppose any further extension of Compulsory registration or Conscription.

Sincerely,

(Miss) Faye Blackburn

Files

Nov. 30, 1942
Washington, D.C.

Registrat

Miss Mary Anderson
Department of Labor
Woman's Bureau
Washington, D.C.

WOMEN'S BUREAU
DEC 1 - 1942
DEPARTMENT OF LABOR

Dear Miss Anderson —

I wish to register with you my protest against registration and conscription of women for war work. I am a pacifist and so will be unable to register.

Trusting you will do all you can to prevent this degradation of women, I am

Sincerely yours,

Bessie Simon

1624 Riggs Place, N.W.

RESPECTFULLY REFERRED
FOR ACKNOWLEDGMENT
AND CONSIDERATION

M H McIntyre

Secretary to the President

DEPARTMENT OF LABOR

Nov. 7, 1942

Miss Turner:

Miss Anderson thinks we should keep these letters (there was one yesterday, sent to files) for or against registration of women together. We may get more of them and may want them.

IHS

No. 203

GPO

VIA AIR MAIL

Hon. Franklin D. Roosevelt

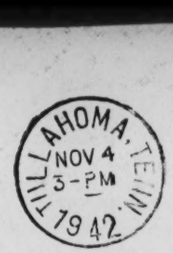
Washington,
D.C.

(Personal)

Tullahoma Tenn
Nov 3 1942

Registration

Mr Franklin D. Roosevelt
Kind Sir
we Fathers & Husbands
of Tennessee hurd
over our Radios
that you was giving us
Registers Woman for
defence work we don't
think that the thing
to do i have hurd a lots of men talk if it
would advise you
Nat to do that
it will cause
Trouble on this Side
we Furnished you our
Sons to go over Sea



AIR MAIL

Hon. Franklin D. Roosevelt.

Washington,
D.C.

Personal)

2

we dont thank its
Right for our
daughters & wives
to Have tod Register
for Defence work
i am writting tod
you as a friend we
dont want this Side trade
Trouble than what
its all Ready in
there is plenty Men
with out women tod
work On Defence
work we hope you will
Reside tis Time
Register women a
Fair Turned

Labor

[illegible] name on attenn

RESPECTFULLY REFERRED
FOR ACKNOWLEDGMENT
AND CONSIDERATION

M M Tully

Secretary to the President

WOMEN'S BUREAU
NOV 3 1942
RECEIVED

October 1942.

President Roosevelt
Washington, D.C.

Honorable Sir:

Regarding the compulsory drafting of women for War Work:

I know I am voicing the sentiments of millions of women when I say that I think it will be the most embarassing thing in the world for most of us to be compelled to register and publish our ages and life histories to the curious of the small towns in which many of us live.

It is very humiliating for women to be compelled to go to these public places and bare their private secrets. It is not so bad in cities where people are not known but it is cruel to force sensitive women to do this in small places.

If you have any heart at all you will do all in your power to avoid making it compulsory for women to have to dig up their birth certificates, etc. to prove in just what year they were born.

I assure you it is not that we are not patriotic or that we don't want to work to win this war. Most of us would be willing to do almost anything; but please let us volunteer, or do not make a law that will force us to turn our private lives inside out for the privilege of doing the war work we are only too glad to do.

"One of the Women"

RESPECTFULLY REFERRED
for
information

M M Tully

Secretary to the President

RECEIVED
NOV 3 1942
CLERK
DEPT OF LABOR

Honorable Franklin D. Roosevelt, Pres. of U. S.

Washington,

D. C.

Personal

Note: This letter is self explanatory for my Registration. I might add that I spent 5 hours waiting in the U.S. Employment Office here in Phoenix and never was allowed to talk with Mrs. McManus, whom I was told would register me for employment. Went to theGoodyear Aircraft office, Ford Agency, here and had to go back on 3 different days and waited a total of 9 hours to see if they could use me and was told that they could not at the present time. Many very efficient people leave before registering because of such treatment and discouragements, which do seem unnecessary.

COPY

Oct. 30,1942.

THE UNITED STATES CIVIL SERVICE COMMISSION
THIRTEENTH U. S. CIVIL SERVICE DISTRICT
OFFICE OF THE MANAGER
DENVER, COLO.

Defense Registration

Dear Sir:

Please be advised that notice of my Eligibility as Principal or Senior Clerk has been received and since I have moved from New Mexico to Arizona I desire appointment, if made for me, in either Phoeniz or Tuscon, Arizona.

I was a resident of New Mexico, but due to the length of time elapsed before I heard from my application I had given up hope of appointment there and came here to try to help in Aircraft Production.

I have unusual qualifications and abilities as an Inspection Manager, and have been traveling in a number of States in the Southwest establishing Dealers and Training Salespeople. Do have experience that is very unusal for a lady and am an excellent Driver and know how to maintain the efficiency of the car I drive.

Of course the Gas Rationing has deprived me of a means of livlihood, and since I have no income or other means of support except what I earn, I would appreciate an early consideration of the above application as I am at present unemployed and have been unable to get into Aircraft Production without training of 4 to 12 weeks. This is impossible for me as I would have to finance myself while taking this training, I was told by your U.S. Employment office here.

WOMEN'S BUREAU
NOV 4 1942
DEPARTMENT OF LABOR

Very truly yours,

Estelle L. Lynch

P.O. Box 2684
Phoenix, Arizona.

Files

REHABILITATION, VOCATIONAL

~~RSA~~ Return to Robinson

Chicoine - WMC - 3406-7 PM-4886

U. S. DEPARTMENT OF LABOR

UNITED STATES EMPLOYMENT SERVICE

ADVANCE RELEASE:
For Sunday Papers
October 7, 1945
Radio Release: 7 P.M., EWT, Saturday, October 6

With the coming week proclaimed by President Truman as "National Employ the Physically Handicapped Week," a nation-wide drive to find jobs for disabled persons will begin tomorrow under sponsorship of the United States Employment Service, U. S. Department of Labor.

Aid for the physically handicapped is particularly important in times of economic stress, Lewis B. Schwellenbach, Secretary of Labor, said.

The presidential proclamation urged all governors, mayors, Federal officials and agencies and industrial, labor and educational leaders to cooperate in the national campaign which was initiated by a joint resolution of Congress. The resolution stipulated that hereafter the first week in October of each year shall be designated as "National Employ the Physically Handicapped Week."

Support of the campaign's objectives has been expressed by General Omar D. Bradley, administrator of the Veterans Administration and Paul V. McNutt, former War Manpower Commission chairman and USES chief during the war.

"The handicapped helped win the war. They deserve an equal peacetime job opportunity," Mr. McNutt said, while General Bradley pointed out that the disabled veteran should have first call on the nation's consideration. "Give them their chance and they'll deliver the goods," he said.

X-45815

A program for all USES and Veterans' Employment Service personnel in local offices throughout the nation was announced by Robert C. Goodwin, Director of USES. Employer institutes will be held to inform industrial and management representatives of proper methods for employing handicapped workers. Employer visiting also will be intensified during the week with emphasis on employment of qualified disabled veterans and other handicapped persons.

"Industrial management has learned, particularly in the war years, that the handicapped are reliable, efficient and steady workers," Mr. Goodwin said.

He pointed out that the USES Selective Placement program is based on an intensive individual analysis of each applicant and is aimed at finding the particular job for which the handicapped worker is suited.

"Selective Placement emphasizes the applicant's physical and mental capacities rather than his limitations," Mr. Goodwin added. "In other words, the man is matched to the job on the basis of what he can perform, not what he cannot do."

He cited as evidence of the success of USES methods, the marked increase in placements of handicapped workers in the war period. In the first seven months of 1945, a total of 221,594 handicapped workers--including 89,208 disabled veterans--were placed in jobs by USES. It is estimated that by the end of the year as many as 500,000 persons with physical disabilities will have been placed in 1945. This compares with 27,675 handicapped workers placed in 1940; 53,154 in 1941; 91,257 in 1942; 194,129 in 1943, and 288,499 in 1944.

The wartime increase in placements goes hand in hand with the increase in the number of persons added each year to the category of

handicapped as a result of the war, according to USES officials. The survival rate of the seriously injured has been high in this war because of improvements in medical science, including use of penicillin and blood plasma. But the aftermath of this medical victory will be the need to absorb into the labor force a large number of amputees and otherwise disabled workers.

Little difficulty has been experienced in placing handicapped veterans, officials said, but the real test lies ahead when patriotic impetus dies down and hiring policies tighten up.

Employer education has done, and will continue to do, a great deal to eliminate hesitancy in hiring the handicapped, according to USES. When employers learn to look upon their employment in terms of economic worth, they find many advantages in hiring disabled persons. Recognition of their own handicaps makes them more conscientious, in a large percentage of cases, than their able-bodied co-workers, according to Federal studies.

A Bureau of Labor Statistics study, based on reports from 300 employers of 63,000 handicapped workers, showed that their records for absenteeism, labor turnover, accident rate and efficiency were, in the great majority of cases, better than those of non-handicapped workers.

In many cases physical liabilities have been turned into assets. Men who have lost their hearing may be used advantageously in factories where conditions are usually noisy. Blinded workers are especially skillful on many delicate sorting jobs where their well-developed sense of touch gives them superior adeptness. A slight modification of machinery will often make it possible for an armless or legless worker to perform a job capably.

A comparison of 63,900 USES placements of handicapped workers with 1,814,000 placements of unimpaired applicants, covering the period January to May, 1945, indicates that disabled workers can and do work in all occupations. Of the total placements of handicapped, 42.5 per cent were unskilled, as compared with 52 per cent of non-handicapped; 21.4 per cent were semi-skilled, as compared with 15.8 per cent of non-handicapped; 12.8 per cent were in service occupations, as against 10.5 per cent of non-handicapped; 11.9 per cent were in skilled jobs, as compared with 11.4 per cent of non-handicapped; 9.5 per cent were in clerical and sales jobs as against 9.1 per cent of non-handicapped; 1.9 per cent were in professional and managerial as compared with 1.2 per cent of non-handicapped.

The Text of The President's Proclamation follows:

WHEREAS the people of this Nation are determined to foster an environment in which those of their fellow citizens who have become physically handicapped can continue to make their rightful contribution to the work of the world and can continue to enjoy the opportunities and rewards of that work; and

WHEREAS Public Resolution No. 176, 79th Congress, approved August 11, 1945, provides in part:

> "That hereafter the first week in October of each year shall be designated as National Employ the Physically Handicapped Week. During said week, appropriate ceremonies are to be held throughout the Nation, the purpose of which will be to enlist public support for the interest in the employment of otherwise qualified but physically handicapped workers";

NOW, THEREFORE, I, HARRY S. TRUMAN, President of the United States of America, do hereby call upon the people of the United States to observe the week of October 7-13, 1945 as National Employ the Physically Handicapped Week. I ask the governors of States, mayors of cities, heads of the various agencies of the Government, and other public officials, as well as leaders in industry, education, religion, and every other aspect of our common life, during this week and at all other suitable times, to exercise every appropriate effort to enlist public support of a sustained program for the employment and development of the abilities and capacities of those who are physically handicapped.

IN WITNESS WHEREOF, I have hereunto set my hand and caused the seal of the United States of America to be affixed.

DONE at the City of Washington this twenty-first day of September, in the year of our Lord nineteen hundred and forty-five and of the Independence of the United States of America the one hundred and seventieth.

HARRY S. TRUMAN

September 8, 1943

WOMEN'S BUREAU
SEP 8 1943
DEPARTMENT OF LABOR

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Robinson
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OFFICE OF WAR INFORMATION
FEDERAL SECURITY AGENCY

Federal Security Administrator Paul V. McNutt today announced the establishment of a new Office of Vocational Rehabilitation in the Federal Security Agency to administer the expanded Federal State civilian rehabilitation program provided under the Barden-LaFollette Act of July 6, 1943.

At the same time Administrator McNutt announced the appointment of Michael J. Shortley as Director of Vocational Rehabilitation to head the new Office, and of John A. Kratz, as Associate Director. Both appointments represent advancements within the Federal Security Agency: Mr. Shortley comes from the Social Security Board's Bureau of Old-Age and Survivors Insurance, of which he has been Assistant Director in Charge of Field Operations; Mr. Kratz transfers from the Division of Vocational Rehabilitation of the Office of Education, which he has directed, and which now becomes the nucleus of the new organization.

"The expansion of the program," Mr. McNutt said, "will contribute to the war effort by facilitating reemployment of the physically handicapped through provisions for physical restoration where possible and training necessary for employment."

"Until now," he pointed out, "the program did not provide for remedial treatment, though frequently relatively simply surgery would materially decrease the physical handicap or even remove or fully compensate for it. The new law makes Federal money available for this purpose, as well as for job training."

Mr. McNutt explained that the expanded vocational rehabilitation program rounds out the provisions that the Federal Government makes for the care of handicapped persons. Congress has recently authorized the Veterans Administration to provide vocational rehabilitation at Federal expense to discharged veterans of the present war who have service-connected handicaps. The program administered by the new Office of Vocational Rehabilitation will provide care for other groups of handicapped individuals not receiving service under the Veterans Administration. This means civilians

He also called attention to the fact that the new legislation meets a special wartime need by providing for the vocational rehabilitation of persons injured in non-military war services. War disabled civilians covered by this provision include those incapacitated while serving as an unpaid volunteer in the Aircraft Warning Service, the Civil Air Patrol, or in protective services under the United States Citizens Defense Corps; or as a registered trainee taking training for such protective services, or as an officer or member of the crew of a vessel owned or chartered by the Maritime Commission or the War Shipping Administration.

As a war measure, the Federal Government will pay the expense incurred by the States in the rehabilitation of these war disabled civilians. Under the new statute Federal grants also cover the entire administrative cost of approved State vocational rehabilitation programs and half the expense for rehabilitating individuals other than war disabled civilians. State Boards of Vocational

Education are designated as the agencies for the administration, supervision and control of State programs for vocational rehabilitation, except that administration of rehabilitation for the adult blind is committed to State Blind Commissions or similar agencies where such bodies have the necessary authority under State law.

In making today's announcement, Administrator McNutt pointed out that the direction of the Office of Vocational Rehabilitation will be in the hands of persons with long experience in rehabilitation and in government administration.

After serving as a Second Lieutenant in the First World War and being wounded in the Argonne drive of September 1918, Mr. Shortley entered Federal civilian service in 1919 as a Training Officer under the Federal Board of Vocational Education. Thereafter he was in charge of the physical and vocational rehabilitation of veterans of World War I in Western Pennsylvania and West Virginia under the Veterans Administration, and in 1941 was cited by the American Legion Department of Pennsylvania for having served veterans with honor and distinction.. Mr. Shortley has been an administrative officer of the Social Security Board for seven years, and since 1939 has directed the extensive field organization of the Bureau of Old-Age and Survivors Insurance.

Mr. Kratz has been long associated with the program. He was appointed a specialist in Commercial Education under the Federal Board of Vocational Education in 1920, and in 1921 became Chief of the Division of Industrial Rehabilitation. After successive promotions in the Office of Education, he became Director of Vocational Rehabilitation in that Office in 1939.

Mr. McNutt paid tribute for their constructive vision to Representative Graham A. Barden, Chairman of the Committee on Education, who sponsored the Bill in the House, to Senator Robert M. LaFollette, Jr., its sponsor in the Senate, to Senator Elbert D. Thomas, Chairman of the Education and Labor Committee, and to the members of both Congressional Committees.

"They recognize," he said, "that the return of handicapped wage-earners to useful employment and self-support is not only an essential humanitarian service, but also a conservation measure of inestimable value--and one which becomes increasingly necessary under war conditions. Congressional hearings on the present act revealed that more than 2 million cases currently need the attention of State rehabilitation services. During the past 3 years there has been an increase of 70 per cent over the usual rate of disablement among industrial workers. Officials of State agencies and of national organizations concerned with this problem repeatedly emphasized the urgency of this need."

Quoting from the Committee reports to Congress, he continued, "These accidents have mounted steadily with the great influx of untrained workers and the increase in size and tempo of industrial operations. In addition ... injuries are daily occurring in the protective services /and among/ the sailors who man our merchant ships ... The very fact that a person who is normally a breadwinner is disabled often raises a relief problem as to him and his dependents. From the viewpoint of both Federal and State treasuries, and of the disabled persons themselves, experience has demonstrated that ... where a disabled person may be made fit for employment, through rehabilitation, and become a tax producer, rather than a tax consumer, it would seem poor economy to deny him these necessary services. This is the dollars and cents justification of the program."

Pointing out that the present program is based on more than 20 years experience, Mr. McNutt noted that Federal grants to States for vocational rehabilitation have been authorized by Congress since 1920. The program was placed on a permanent basis by the Social Security Act in 1935, and the Federal appropriations were increased by the Social Security Amendment of 1939. Since early in 1940 Federal interest has been particularly directed toward aiding the States to train more handicapped workers for war jobs.

ADVANCE RELEASE ------ ADVANCE RELEASE

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OFFICE OF WAR INFORMATION
WAR MANPOWER COMMISSION

Advance Release - For Wednesday Afternoon Papers, July 28, 1943

McFall -- WMC-3336 PM-4420

With combat-disabled members of the armed forces returning home in steadily increasing numbers, and the list of those honorably discharged for other reasons rapidly lengthening, the War Manpower Commission today issued a statement of "Policy on Reemployment and Placement of Veterans." This policy, it was stated, was approved by the Management-Labor Policy Committee.

Following is the text of the policy statement:

Effective prosecution of total war requires that every manpower resource of the Nation be utilized to the fullest extent possible. During the course of the war, large numbers of the Nation's veterans who suffer combat disabilities will be returned home; additional thousands will be returned to civil life, honorably discharged from the armed forces for other reasons. Full and effective utilization of returned veterans through reemployment, rehabilitation, training and selective placement is the Nation's responsibility and privilege.

The War Manpower Commission fully recognized its obligations to veterans of the present war and to those of past wars and will continue to carry out these responsibilities through its Veterans' Employment Service Division of the Bureau of Placement and through its Regional, State and area offices, its local United States Employment Service offices, State and local Veterans' Employment Representatives and through its Bureau of Selective Service. The War Manpower Commission through these channels will place returned veterans in gainful and essential employment or refer them to the proper agencies for rehabilitation and training and thereafter accord them selective placement.

War Manpower Commission responsibilities to veterans are mandated by acts of Congress. Public No. 30--73d Congress (Wagner-Peyser Act) states, "it is the province and duty of the Bureau . . . to maintain a veterans' service to be devoted to securing employment for veterans". Public No. 783--76th Congress (Selective Service Act) states, "the Director of Selective Service . . . shall establish a Personnel Division with adequate facilities to render aid in the replacement in their former positions, or in securing new positions for, members of the land and naval forces of the United States . . . " .

X-18521

The War Manpower Commission, in cooperation with the Army, Navy, Veterans Administration, U. S. Civil Service Commission, the American Red Cross, and veterans' organizations has brought its facilities to bear on the employment and reemployment of those members of the armed forces who are being returned to civil life. These returned veterans constitute a currently important, and in the post war period a potentially vast reservoir, of loyal and dependable workers. These currently returned veterans will strengthen the morale of the production force and will contribute immeasurably to essential production and service.

The War Manpower Commission recognizes that employment is one of the most satisfactory means of rehabilitation for the individual. Therefore, to provide rapid, accurate and orderly employment and reemployment of veterans as they are returned to civil life; and to assist appropriate agencies in the rehabilitation and training of veterans, the War Manpower Commission hereby declares as basic national policy that:

I. The Reemployment Division (Personnel Division) of the Selective Service System will continue to be specifically responsible for the reinstatement of veterans in former jobs, and will assist the Commission's local United States Employment Service offices to find employment for veterans; it will continue its work of organizing civilian committees to place the resources of each community behind the reemployment committeemen and the Commission's local United States Employment Service offices.

II. Local United States Employment Service offices of the War Manpower Commission will provide registration and placement services to returned veterans who were not employed when inducted into the service or who, upon their return to civil life, do not wish to or are unable to return to their former positions. The Veterans' Employment Service Division of the Bureau of Placement will continue to initiate and develop veterans' employment programs and policies which will be carried out in operation in the War Manpower Commission's field offices. Veterans' Employment Representatives stationed in each State War Manpower office and in the larger local Employment Service offices will provide staff assistance in the supervision and coordination of the program and will give individual attention to veterans with special employment problems.

III. The War Manpower Commission and the War Department and Navy Department will continue to maintain and improve programs now in effect for the registration, placement and referral for rehabilitation and training of discharged disabled veterans. Personnel to provide registration service for disabled veterans, prior to their discharge from army and navy hospitals, will be made available by the Commission's local Employment Service offices. Commandants of Naval Districts, Army Service commands, and Medical Officers in command of the navy and army hospitals have been instructed to act jointly with the Commission's State and local office personnel, and the State and local Veterans' Employment Representatives in achieving the full objectives of this program.

IV. The Commission's Regional, State, Area and local offices and the Veterans' Employment Service Division, Bureau of Placement will maintain:

A. Close operating relations with the U. S. Civil Service Commission to facilitate recruitment and placement of veterans in governmental positions and will aid in the recruitment of qualified disabled veterans for specific positions in the Federal Service and will keep all veterans informed of general opportunities for Federal employment. Representatives of the Civil Service Commission stationed in the larger local Employment Service offices will facilitate the recruitment of veterans.

B. A program for reporting data on the number of veterans registered and placed in order that the effectiveness of the employment program for veterans may be determined.

C. Procedures for the clearing of information between the Commission's offices so that information concerning job opportunities will be available to discharged disabled veterans.

V. The Veterans' Employment Service Division, Bureau of Placement and State Veterans' Employment Representatives will maintain appropriate liaison with the following governmental and private agencies rendering service to veterans and will coordinate such activities of such agencies to assure full cooperation and utilization of existing facilities in placing war veterans in employment:

A. War Department and Navy Department, so that programs for the employment of returned veterans may be made effective.

B. The Veterans' Administration, which will be assisted in selective placement of service-connected disabled veterans who are trained under the administration of the Veterans' Vocational Rehabilitation Law.

C. Other Federal and State Rehabilitation and Training Agencies, which will be provided registration and referral service so that rehabilitation and training may result in selective placement of non-service-connected and non-disabled veterans.

D. The American Red Cross, so that mutual activities in behalf of veterans may be coordinated in Army and Navy hospitals prior to discharge of veterans and upon their return to communities.

E. Veterans' Organizations, so that the American Legion, the Disabled American Veterans, the United Spanish War Veterans, Veterans of Foreign Wars of the United States, other veterans' organizations and their auxiliaries are informed of War Manpower Commission policies and programs affecting veterans.

F. Veterans' Employment Committees of the War Manpower Commission Federal Advisory Council, so that broad national policies and programs for the employment of veterans may be formulated and made effective.

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Schroeder-WMC-2036

PM-4568

Issued by the

OFFICE OF WAR INFORMATION

for

WAR MANPOWER COMMISSION
FEDERAL SECURITY AGENCY

For Immediate Release:
Wednesday, April 26, 1944

A Joint program for the rehabilitation and employment of the Nation's disabled, to be undertaken by the War Manpower Commission and the Office of Vocational Rehabilitation, Federal Security Agency was announced today by Paul V. McNutt, War Manpower Commission Chairman and Federal Security Administrator.

The plans, which have been formulated by Lawrence A. Appley, Executive Director of WMC, and Michael J. Shortley, Director of OVR, are, according to Mr. McNutt, "designed to unite and strengthen the two services at the point where the programs come together in the placement of physically impaired workers who have been made ready for war industry and essential business."

"Both agencies", Mr. McNutt said, "have a definite interest in utilizing every possible handicapped person who can be restored to gainful employment. This interest is emphasized at this time by the urgent need for workers to step up to the bench, the lathe, and the desk to replace the men who have gone and must go to fight for our country."

Pointing out that WMC from the first, has recognized the handicapped as a valuable source of manpower, Mr. McNutt stated that thousands of these persons are now employed in war industry and heavy Government industry as a direct result of the intensive efforts of WMC, the State Rehabilitation Agencies, and the Civil Service Commission.

There remain more than a million persons for whom employment is out of the question without vocational rehabilitation and selective placement.

The passage of the Vocational Rehabilitation Amendments in the Barden-LaFollette Act of 1943 expanded the services of rehabilitation and extended these services to additional groups of the disabled. Through the cooperative Federal-State plan, the Office of Vocational Rehabilitation, FSA, and the State Rehabilitation Agencies have a threefold responsibility.

1. The rehabilitation of disabled civilians, including veterans with non-service connected disabilities.

2. The placement of these persons, after rehabilitation, in employment.

3. The supervision of such placements until the employe has made a satisfactory adjustment.

(over)

X-28707

The joint program announced today brings rehabilitation closer to the local offices of WMC's United States Employment Service. No single detailed plan of operation is offered. "That," said Mr. McNutt, "must be left to the local offices of USES and the State Rehabilitation agencies. The agreement puts into writing certain basic principles upon which local programs can be built."

It is agreed that local USES offices will refer to the State Rehabilitation Agencies persons qualifying for rehabilitation services. Whenever possible, the State Rehabilitation Agency will have a full-time representative assigned to each USES office. When this is not practical, the Rehabilitation representative will be at the USES office at certain hours each day or on certain days each month. The amount of time spent by the Rehabilitation representatives in each USES office will be decided by the number of handicapped persons needing service.

It is understood that the State Rehabilitation Agency will utilize to the fullest extent the facilities of the USES office in effecting placement of workers who have been rehabilitated. The Rehabilitation Agency is to assume full responsibility for post-placement supervision in each individual case.

In establishing training programs, the Rehabilitation Agencies will be guided by labor market and other information made available by USES. Special emphasis will be placed on the rehabilitation and employment of men and women discharged by the armed forces but not eligible to vocational rehabilitation by the Veterans' Administration. Information gathered by USES in the field will be placed at the disposal of the Rehabilitation Agencies.

"The program," Mr. McNutt concluded, "underlines the dual agency policies of placing a man according to his abilities rather than rejecting him because of his disabilities. The Office of Vocational Rehabilitation will help the States make available readjustment and training for the disabled. The United States Employment Service will find the man or woman a job after rehabilitation."

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Women Phys. Handicapped

ADVANCE RELEASE ADVANCE RELEASE

McFall - WMC-3407 PM-4551

WAR MANPOWER COMMISSION

ADVANCE RELEASE:
For Wednesday Afternoon Papers,
April 12, 1944

Cleared and Issued
Through Facilities of the
Office of War Information

Industry's rapidly-changing attitude toward the employment of men and women who are physically handicapped, as evidenced by the rapid increase in hiring of such persons since the beginning of the war, has convinced the War Manpower Commission that a far higher percentage of jobs for this war's casualties can be found than was available for those of the last war, Paul V. McNutt, WMC Chairman, said today.

Recent studies of the utilization of handicapped workers show that placements of handicapped workers in 1943 were approximately seven times the number placed in 1940. Studies made by the commission covered only placements made by the United States Employment Service. These showed that during 1940, a period when production was stepped up to meet the needs of the Allied nations for war materials, only 27,703 placements of handicapped persons were made. In 1941 the number placed rose to 53,224. During 1942, following Pearl Harbor, the total went up to 91,410, and at the end of 1943, records showed 194,129 handicapped persons had been placed last year.

"We cannot ignore the fact that thousands of men who come back from this war are going to be placed in the category of handicapped," Mr. McNutt said. "The placement figures give us reason to believe that industry's current attitude toward handicapped workers will continue in the post-war period."

WMC's initial interest in handicapped workers, Mr. McNutt said, was in the possibility of using them more extensively in the war effort. He cited estimates of the U. S. Public Health Service that there are at present 23,600,000 of the country's population, not including those being cared for in institutions, who have some physical defect or chronic disease. This figure, it was point out, includes such minor handicaps as hay fever or a stiff finger, which would not actually impair ability to work. Of these, 16,300,000 are between the ages of 15 and 64, almost equally divided between men and women.

"Not all of the physically handicapped in the labor force are vocationally handicapped, since an individual's disability may not interfere with his particular occupation," Mr. McNutt said.

"However, it may be assumed that the disabilities constitute handicaps at one time or another either because of employer specifications or prejudices or because of the readjustment and physical difficulties involved in shifting to a new job or a new occupation. While all physically handicapped persons need special care at some time in making employment adjustment, some require more

X-28034

attention than others. Of the 8,100,000 physically handicapped men between the ages of 15 and 64, about 6,700,000 need only selective placement, 1,000,000 require rehabilitation before employment in industry and about 350,000 need extensive rehabilitation and should be restricted to sheltered work.

"In January, 1943, it was estimated that, including those unemployed and seeking work and those expected to be drawn into the labor market, the reserve of handicapped workers numbered between 2,500,000 and 3,000,000 men and women. At least half of them needed vocational rehabilitation service before they could be employed in industry, while perhaps 1,000,000 needed only selective placement. Proper placement and training, coupled with employer acceptance, has enabled us to use a substantial portion of this reserve to ease our critical labor shortages."

Included in the report of studies of employment office activities for handicapped workers are accounts of experiences gained in five States, which are characterized as typical. The selected States are Connecticut, Ohio, New York, Iowa and Texas. The following are the WMC summaries of the situation in those States:

Connecticut

During the 12-month period ended February 29, 1944, 4,137 placements were made, of which 2,980 were placements of people with impairments. Of these, 234 presented placement problems because of age. Two hundred and ninety-seven either had mental deficiencies, mental disorders, or presented problems because of having a history in a mental institution.

The total placements for the year 1941 were 809. During the first nine months of 1942, USES in Connecticut selectively placed 2,037 physically handicapped applicants in war industries. This was a result of a clinical approach to the problem. A special study of persons treated in the clinics showed that, of a total of 152 handicapped persons examined, 37 were recommended for defense training courses of various types, 16 were in need of further psychological study and medical care, seven required artificial appliances, and 92 were pronounced ready for certain types of war jobs without further preparation. Of this latter group, 65 were placed immediately by USES.

Ohio

Placements of physically handicapped reached a new high in Ohio in 1940, and in 1941 placements topped the previous year by 1,293. By 1942, the number reached a total of 8,962 and the total for the first 11 months of 1943 was 12,016.

An inventory of all physically handicapped applicants registered with USES offices throughout Ohio was made in January, 1943. This showed there were 89,117 persons registered in the active file and, of that number, 7,317, or one out of twelve, were physically handicapped to some degree. About 12 per cent of the male registrants and three per cent of female registrants had some physical impairment. The proportion of physically handicapped registrants to all registrants varied considerably in the different USES offices, with a range of from 1.6 to 16.2 per cent. This may have been due to several factors--the industrial pattern, the extent of employer acceptance, or tightness of the labor market.

It had been estimated that 1,842 of the 7,317 listed in the inventory could be placed within 60 days. Actually, 1,532 were placed in February (1943) and 1,403 in March.

For the first six months of the year, 6,924 placements of handicapped applicants were made, slightly more than double the number for the same period in 1942. They included practically every type of physically handicapped workers. Now the supply of deaf workers is nearly exhausted. The blind are contributing their services in war industries where, in some instances, a wife with vision or partial vision is the working companion of a blind husband, or vice versa. Handicapped persons with impairment of or loss or one or both legs or arms are giving an excellent account of themselves on jobs heretofore thought impossible for any but physically normal persons. Workers with structural impairments have been placed in many types of employment; for instance, midgets are the personnel officer's solution to jobs where working space is limited; persons with spastic paralysis are making excellent production records.

The physically handicapped can be found doing a fine job in agriculture, transportation, business organizations, stores, and in industry. A sample study revealed 16 different handicapped types rendering service in 31 different types of employment. Handicapped persons who had reached the retirement age have been returned to active duty. In short, there seems to be no limit to the type of work the physically handicapped worker can do efficiently, if he is occupationally fitted and carefully selected for a specific job.

Employers report that the attendance record of the handicapped is on a par with, and in many cases better than, that of other workers. Rarely do they give cause for discharge or voluntarily terminate their services.

New York

During the 12-month period ended February 29, 1944, 86,551 new applications for physically handicapped applicants were taken in the USES office in New York State. Of these, 24,318 were physically handicapped veterans. During the same period, 45,105 placements were made, of which 8,401 were placements of physically handicapped veterans. During the same period, 5,346 referrals of handicapped applicants were made to veteran agencies, to the Bureau of Rehabilitation of the Veterans Administration, to the New York City USES offices Junior Consultation Service and to other cooperating agencies.

1. Placement of the Blind

Analysis of the files in New York City in March indicated that we had 113 blind persons on register, 98 men and 15 women. From December, 1942, to March, 1943, 43 blind persons were placed. These jobs included polishing and buffing, drill and foot press operating, folding boxes in a corrugated box factory, inspecting small parts, crimping on art brushes, riveting, poultry farming, dictaphone operating, and radio assembling.

Reports from employers show that these workers are making a permanent place for themselves. One radio manufacturer in a letter said: ". . . .we have numerous blind persons working in our organization. We have not utilized them in menial tasks, but have placed them in responsible positions where they carry on work equivalent to the best-trained and most important people in the organization . . . on testing, inspection, cable work, chassis work, and other similar tasks."

Iowa

The WMC records in Iowa show that more than 2,000 handicapped persons have been placed in war jobs since January 1, 1943, and are making good at them. There has been a sharp upturn in the employment of physically handicapped since early in August, when labor shortages forced employers to relax their rigid physical requirements in order to maintain production schedules. Fifty per cent of the physically handicapped have been placed in unskilled jobs; 15 per cent in semi-skilled positions; 8.5 per cent have qualified for skilled work and 26.5 per cent in service, clerical, sales, professional, and managerial work.

Texas

We have sent 100 deaf workers to one aircraft firm in the last few weeks. They are riveters, machine-shop equipment operators, painters, and sheet-metal workers, 25 per cent of them women between 40 and 45. The only special technique involved is that they be allowed to work in isolated tasks or in units where one of their number is leadman and interpreter.

End of ADVANCE RELEASE: For WEDNESDAY AFTERNOON Papers, April 12, 1944

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UNITED STATES CIVIL SERVICE COMMISSION
MEDICAL DIVISION
WASHINGTON, D. C.
March 2, 1943

WOMEN'S BUREAU
JUN 25 1943
DEPARTMENT OF LABOR

Enclosed are revised sheets and additional sheets, to be inserted into the "Operations Manual for Placement of Women and the Physically Handicapped." The sheets cover positions in establishments which had not been surveyed at the time of the issuance of the first edition of the manual, and additional positions in establishments which were considered in the first edition of the manual.

To Part II entitled, "Positions Suitable for Persons with Orthopedic Handicaps," have been added several positions suitable for persons with amputation of both legs.

Part III of the manual has been modified to provide for the listing of positions suitable for persons who are blind, i. e., "any person who has not more than 20/200 of visual acuity in the better eye with correcting lenses; or visual acuity greater than 20/200 but with a limitation in the field of vision such that the widest diameter of the visual field subtends an angle no greater than 20 degrees."

An additional disability code number has been added to the disability classification to provide for dwarfism, and several positions have been listed under the new code number as being suitable for dwarfs.

All new sheets should be inserted in the manual at their proper places as indicated by their numbers, removing the sheets that they are to replace. If a sheet has a number which includes decimals, it should be inserted immediately after the page which has the same number without the decimal; e. g., page 14.01 should be placed immediately after page 14, and page 14.02 immediately after page 14.01, etc.

New material which has been inserted on the page is indicated by the number sign (#). Where more than one or two lines have been inserted in consecutive sequence the number sign (#) appears above and below the material inserted rather than appearing on each individual line of the group. In cases where an entirely new listing is included the number sign (#) appears in the first line of the page. The appearance of three number signs (# # #) indicates the omission of material from that page.

All pages on which changes have been made have an edition date appearing in the lower outside margin. This edition date will show at a glance pages on which changes occur. Pages of the original issue of November 1942 do not contain an edition date.

UNITED STATES CIVIL SERVICE COMMISSION
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FIGURE 2

Key to Code for U. S. Civil Service Regions and Establishments

Code Number	Establishment
First U. S. Civil Service Region	
101	Boston Navy Yard, Boston, Mass.
102	Naval Ammunition Depot, Hingham, Mass.
Second U. S. Civil Service Region	
201	Naval Clothing Depot, New York, N. Y.
202	New York Navy Yard, Brooklyn, N. Y.
#203	Picatinny Arsenal, Dover, N. J.
Third U. S. Civil Service Region	
301	Philadelphia Navy Yard, Philadelphia, Pa.
302	Naval Aircraft Factory, Philadelphia, Pa.
303	Frankford Arsenal, Philadelphia, Pa.
304	Philadelphia Quartermaster Depot, Philadelphia, Pa.
# # #	
306	U. S. Engineers Office, Philadelphia, Pa.
Fourth U. S. Civil Service Region	
401	U. S. Naval Gun Factory, Washington Navy Yard, Washington, D. C.
402	U. S. Naval Magazine, Bellevue, Va.
#403	Edgewood Arsenal, Edgewood, Maryland
#404	David Taylor Model Basin, Carderock, Maryland
#405	Aberdeen Proving Ground, Aberdeen, Maryland
#406	Naval Air Station, Norfolk, Va.
#407	Norfolk Navy Yard, Portsmouth, Va.
Fifth U. S. Civil Service Region	
501	Charleston Navy Yard, Charleston, S. C.
502	Augusta Arsenal, Augusta, Ga.
Sixth U. S. Civil Service Region	
601	Wright Field, Dayton, Ohio
602	N. A. C. A. Airport, Cleveland, Ohio
603	U. S. Engineers, Sayler Park, Cincinnati, Ohio
604	Jeffersonville Quartermaster Depot, Jeffersonville, Ind.
605	U. S. Engineers, Post Office Bldg., Cincinnati, Ohio
606	U. S. Engineers, Melbourne, Ky.

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Code Number	Establishment
607	Mirror Plant, Engineer Department Cincinnati, Ohio
608	Erie Proving Grounds La Carne, Ohio
609	Goodyear Plant No. 3 Akron, Ohio
610	Cincinnati Naval Inspection District, Cincinnati Milling Company
611	U. S. Engineers Portsmouth, Ohio
612	Aluminum Industries Cincinnati, Ohio
613	Indiana Ordnance Works Charlestown, Ind.
614	Jefferson Proving Grounds Madison, Ind.
615	U. S. Engineers Dam 36, Silver Grove, Ky.
616	Fort Hayes Columbus, Ohio
617	Fort Benjamin Harrison Ind.
618	Fort Knox Ky.
	Seventh U. S. Civil Service Region
701	Rock Island Arsenal Rock Island, Ill.
702	C. & E. Repair Shop Bldg. 43, Ft. Sheridan, Ill.
703	Camp McCoy Wis.
704	Fort Wayne Detroit, Mich.
705	Kankakee Ordnance Works Joliet, Ill.
#706	Detroit Ordnance Dist. Ford Plant, Detroit, Mich.
#707	U. S. Naval Ordnance Plant Centerline, Mich. (Hudson)
#708	Motor Transport Procurement Detroit, Mich. (Dodge)
#709	Air Corps Procurement Dist. Detroit, Mich. (Willow Run Bomber Plant) Ypsilanti, Mich.
	Eighth U. S. Civil Service Region
801	Twin City Ordnance Plant Minneapolis, Minn.
#802	Cargill, Co. Savage, Minn.
	Ninth U. S. Civil Service Region
901	Fort Leonard Wood Mo.
	# # #
903	Weldon Spring Ordnance Plant Weldon Spring, Mo.
904	Alton Locks and Dam Alton, Ill.
905	American Can & Foundry Company St. Charles, Mo.
906	St. Louis Engineer District St. Louis, Mo.
907	Reclamation Project Altus, Okla.

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Code Number	Establishment
Eleventh U. S. Civil Service Region	
X01	Puget Sound Navy Yard Bremerton, Wash.
X02	U. S. Naval Air Station Seattle, Wash.
Twelfth U. S. Civil Service Region	
R01	Fort Mason San Francisco, Calif.
R02	Alameda Naval Air Base Alameda, Calif.
R03	Mare Island Navy Yard Mare Island, Calif.
R04	Hunters Point Naval Dry Dock, Calif.
R05	2nd Region Dist. Depot U. S. Engineers Los Angeles, Calif.
R06	Army Ordnance Inspection in Private Industry with Ordnance Contracts Los Angeles, Calif.
R07	Sacramento Air Depot Sacramento, Calif.
R08	American River Canyon Project Calif.
R09	Benicia Arsenal Benicia, Calif.
R10	Presidio Presidio, Calif.
#R11	Chemurgy Corporation Plant Richmond, Calif.
#R12	Plant of Schlage Lock Co. San Francisco, Calif.
#R13	Marchant Calculating Co. Emeryville, Calif.
#R14	Friden Calculating Co. San Leandro. Calif.
#R15	Naval Ammunition Depot Hawthorne, Nev.
#R16	Field Service U. S. Maritime Commission Oakland, California

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FIGURE 3

*Disability classifications with code numbers

1. Orthopedic

(a) Amputation of:	Code Number
Arm[1]	01
Arms	02
Hand[1]	03
Hands	04
Fingers[2]	05
Leg[3]	06
Legs	07
Foot[1]	08
Feet	09
(b) Disability or deformity of:	
Hip or shoulder	12
Arm[1]	13
Arms	14
Hand[1]	15
Hands	16
Fingers[4]	17
Leg[1]	18
Legs	19
Foot[1]	20
Feet	22
Back	24
Hips or shoulders	26

2. Vision defects:

Blind	28
Blind in one eye with good vision in the other, or impaired visual acuity in both eyes with satisfactory correction	30

3. Hearing defects:

Deaf[5]	31
Hard of Hearing	33

4. Chronic diseases:

Cardiac[7]	37
T B (pulmonary)[8]	44

#5. Miscellaneous:

# Dwarf	39

1 With other member intact and fully functioning.

2 One or more fingers missing on secondary hand with good residual grasping power in that hand and normal function of primary hand. In some positions good grasping power not required in secondary hand.

3 Amputation one lower extremity with satisfactory prosthesis and with other lower extremity intact and fully functioning.

4 One or more fingers disabled on secondary hand with good residual grasping power in that hand and normal function of primary hand. In some positions grasping power not required in secondary hand.

5 Sense of hearing non-functioning for ordinary purposes of life. Code number may include deaf mutes, depending upon amount of communication required in routine performance of duties of position in question.

6 Sense of hearing although defective, functional with or without hearing aid.

7 Organic heart disease, other than coronary disease, fully compensated without history of decompensation.

8 Tuberculosis healed or arrested for a period of at least one year and health otherwise good. For some positions of sedentary type and with suitable working environment, persons receiving collapse therapy may be considered.

*A combination of disability code numbers listed for any particular position is not necessarily to be interpreted to indicate that a combination of all the defects would be acceptable for placement in that position.

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PART I

OCCUPATIONS ARRANGED ACCORDING TO IMPORTANT GOVERNMENTAL INDUSTRIES

The following occupations are listed according to the particular government industries in which they occur. It will be noted that certain occupations occur in two or more different types of industry.

The titles follow very closely the payroll designations and the occupational code numbers are according to the U. S. Employment Service Occupational Dictionary.

Positions are grouped according to region and establishments in which they occur (see Figure 2, Pages 13 and 14).

The disability code numbers are listed in combination. As pointed out in the footnote to disability code key, a combination of disability codes for a particular position is not to be interpreted necessarily to indicate that a combination of all the defects would be acceptable for placement in that position (see Figure 3, Page 15).

Positions or occupations have been listed according to the following important industries:

1. Aircraft industries: this title covers those activities in government establishments dealing with the manufacture, repair and inspection of aircraft and aircraft parts.

2. Ammunitions, explosives and firearms: this title covers artillery ammunition, small arms ammunition, metal shell components and all types of firearms, including large guns, their mounts and carriages.

3. Inspection and fabrication of textile and leather goods: these positions are in the Quartermaster Corps of the War Department and at the Naval Clothing Depot in New York City.

4. Maintenance, reclamation and miscellaneous activities: under this title are positions in the U. S. Engineer Department at Large, including occupations in maintenance of waterways, dams, locks and public buildings, positions in the Quartermaster Corps not covered under the title, "Inspection and Fabrication of Textile and Leather Goods", and in the Bureau of Reclamation of the Department of the Interior. A small number of miscellaneous positions in this group are in private industry holding government contracts.

5. Ship building and ship repair:

Note: Asterisk (*) before title indicates that there is an addendum sentence applicable to the position.

Occupational Code	Title of Position Aircraft Industry	Region & Establishment	Disability Placement Code
5-03.030.	Aircraft Fabric Worker	302	30
5-83.972.	Aircraft Instrument Mechanic	302	06 08 12 18 20 30 31 33 37
7-80.120.	Aircraft Instrument Mech. Helper	302	06 08 12 18 20 30
5-80.100.	Aircraft Mech. General	302	
5-80.100.	Aircraft Mech. Motor	302	33
5-83.411.	Electrician Aircraft Radio	302	05 06 08 12 17 18 20 30 33 37 44
9-65.43.	Electrician Aircraft Radio Helper	302	05 06 08 12 17 18 20 30 37 44
5-80.910.	Jr. Inspector Engineering Mat. Aero.	302	06 08 18 20 37
5-27.910.	Painter Finish & Insignia Aircraft	302	33
7-49.023.	Parachute Repairman	302	31 33 37 44
4-80.010.	Sheet Metal Worker Aircraft	302	33
#			
5-03.030.	Aircraft Fabric Worker	406	12 30 31 33 37 39
5-80.100.	Aircraft Mechanic General	406	30 39
5-80.100.	Aircraft Mechanic Motor	406	30 39
5-80.100.	Airplane Mechanic	406	30 39
7-16.210.	*Painter, Finish & Insignia	406	05 06 08 12 17 18 20 30 31 33 37
7-49.023.	*Parachute Repairman	406	12 13 15 17 24 30 31 33 37 44
6-27.110.	*Ribstitcher	406	05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
7-89.056.	*Wireworker Aviation	406	06 08 12 18 20 24 30 31 33 37 44
#			
5-83.545.	*Aircraft Armament Mech.	601	30 33 44
4-97.910.	*Aircraft Electrician	601	30 33 44
9-65.43.	*Aircraft Electrician Helper	601	30 33 44
5-80.350.	*Aircraft Engine Test Opr., Jr. & Sr.	601	
5-03.810.	*Aircraft Maintenance Super Jr. Asst.	601	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
7-16.210.	*Aircraft Painter Series	601	05 15 30 31 33
5-83.411.	*Aircraft Radio Electrician Bench	601	31 33 44
9-65.43.	*Aircraft Radio Electrician Helper	601	44
5-83.411.	*Aircraft Radio Mechanic Bench	601	06 08 12 18 20 24 30 31 33 37 44
9-65.43.	*Aircraft Radio Mechanic Helper	601	30
7-83.415.	*Aircraft Radio Mechanic Installed	601	30 31 33
4-80.050.	*Aircraft Sheetmetal Worker Bench	601	06 08 12 13 15 18 20 30 33 37 44
6-94.201.	*Aircraft Sheetmetal Worker Helper	601	30 44
4-80.050.	*Aircraft Sheetmetal Worker Plane	601	30 33
5-24.110.	*Bricklayer	601	13 17 30 33

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Occupational Code	Title of Position Aircraft Industry	Region & Establishment	Disability Placement Code
5-92.411.	*Chief of Plant Production	601	05 06 08 12 13 15 17 18 20 24 30 37 44
1-38.01.	*Clerk Jr. Property and Supply	601	05 12 13 15 17 18 20 30 33 37 44
4-97.010.	*Electrician	601	30 31 33
2-84.10.	*Engineman Janitor	601	13 14 15 17 30 33
5-72.310.	*Engineman Refrigeration	601	30
5-25.110.	*Foreman Carpenter Shop	601	01 03 05 06 08 12 13 15 17 18 20 30 37 44
5-92.768.	*Foreman General Mechanic	601	01 03 05 06 08 12 13 15 17 18 20 24 30 37 44
5-92.111.	*Foreman Leather & Canvas Workers	601	01 03 05 13 15 17 30 33 37 44
0-79.01.	*Inspector Asst. General Const.	601	30 44
0-79.01.	*Inspector Gen. Construction	601	30 44
5-03.811.	*Mechanic Instrument Aircraft Bench	601	06 08 12 30 31 33 37 44
5-03.811.	*Mechanic Instrument Aircraft Plane	601	30 31 33
5-83.411.	*Mechanic Radio	601	06 08 12 18 20 30 33 37 44
5-83.901.	*Mechanic Sr. Aerial Photo Camera	601	06 08 12 13 15 17 18 20 24 30 31 33 37 44
5-78.100.	*Millwright	601	30 33 44
5-73.060.	*Operator Locomotive Crane	601	05 15 17 44
5-17.020.	*Pattern Maker	601	06 08 12 18 20 30 33 37 44
5-17.020.	*Pattern Maker Sr.	601	06 08 12 18 20 30 37 44
9-64.15.	*Photolithographic Reproducers Helper	601	06 08 12 13 15 17 18 20 30 33 37 44
5-81.010.	*Repairman Mobile Machine	601	33
1-38.01.	*Storekeeper Heavy Duty	601	30 33
1-38.01.	*Storekeeper Light Duty	601	06 08 12 13 15 17 18 20 24 30 33 37 44
5-80.100.	*Aircraft Engine Mechanic Bench	602	06 08 12 18 20 37 44
5-80.100.	*Aircraft Engine Mechanic Planes	602	
5-80.100.	*Aircraft Mechanic Jr.	602	33
9-65.43.	*Aircraft Mechanics Helper	602	33
#4-52.481.	*Inspector, Heavy Duty	709	30 31 33
#4-52.481.	*Inspector, Light Duty	709	01 03 05 06 08 12 13 15 17 18 20
0-30.30.	Architect	X02	05 06 08 12 13 14 17 18 20 24 37 44
7-87.200.	Chainman	X02	01 03 05 12 13 15 17 24 30 37 44
5-81.420.	Electrician Automotive	X02	12 13 17 30 37 44
0-19.01.	*Engineer Electrical	X02	05 06 08 12 13 15 17 24 30 37 44
0-19.01.	*Engineer Mechanical	X02	06 08 12 13 15 17 18 20 24 37 44
0-16.01.	*Engineer Structural	X02	01 03 05 06 08 12 13 15 17 18 20 24 30 33 37 44
5-25.650.	*Joiner & Joiner Helper	X02	06 08 12 18 20 31 33

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Occupational Code	Title of Position Aircraft Industry	Region & Establishment	Disability Placement Code
8-94.21.	*Laborer Classified Sheet Metal Shop	X02	06 08 12 13 15 17 18 20 30 31 33 37 44
4-75.010.	*Machinist General	X02	12 13 17 30 37 44
5-81.010.	*Mechanic Automotive	X02	12 13 17 30 37 44
7-27.010.	Painter	X02	12 13 17 37 44
5-30.010.	Pipefitter	X02	12 13 17 30
7-32.811.	Pipefitter Helper	X02	12 13 17 30
5-30.210.	Plumber	X02	12
7-32.812.	Plumbers Helper	X02	12
5-83.641.	Repairman General	X02	06 08 12 13 17 18 20 30 37 44
7-87.100.	Rodman	X02	01 03 05 12 13 15 17 24 30 37 44
4-80.010.	*Sheet Metal Worker	X02	06 08 18 20 30 33 37
1-38.01.	*Storekeeper Ordnance Equipment	X02	01 03 05 06 08 12 13 15 17 18 20 24 30 37 44
1-38.01.	*Storekeeper (Stockman)	X02	01 03 05 06 08 12 13 15 17 18 20 30 37 44
1-38.01.	*Storekeeper Supply	X02	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
1-38.01.	*Storekeeper Supply Salvage Dept.	X02	06 08 12 13 17 18 20 30 37 44

Occupational Code	Title of Position Aircraft Industry	Region & Establishment	Disability Placement Code
1-38.01.	*Storekeeper Technical Aviation	X02	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
0-64.10.	Surveyor Chief of Party	X02	01 03 05 12 13 15 17 24 37 44
0-64.10.	*Surveyor Instrument Man	X02	01 03 05 12 13 15 17 24 37 44
4-85.030.	*Welder Gas	X02	06 08 12 18 20 31 33 37
5-03.030.	*Aircraft Fabric Worker	R02	06 08 12 18 20 30 31 33
5-83.972.	Aircraft Instrument Mechanic	R02	03 05 06 08 12 15 17 18 20 24 37 44
5-80.100.	*Aircraft Mechanic General	R02	06 08 12 18 20 30 31 33 44
5-80.100.	*Aircraft Mechanic Motor	R02	06 08 12 18 20 37 44
1-38.01.	*Asst. Storekeeper	R02	05 15 17 30 31 33
4-86.010.	Blacksmith	R02	06 08 18 20 31 33
6-77.020.	*Buffer and Polisher	R02	06 08 12 18 20 30 31 33 37
4-78.061.	Die Machine Operator	R02	05 06 08 12 15 17 18 20 24 31 33 37 44
4-76.010.	Die Sinker	R02	06 08 18 20 31 33
6-27.000.	*Double Needle Operator	R02	05 06 08 12 15 17 18 20 24 31 33 37 44
5-83.411.	Electrician Aircraft Radio	R02	
4-74.010.	*Electroplater	R02	06 08 12 18 20 31 33
6-77.040.	Grinder Operator	R02	05 06 08 12 15 17 18 20 24
4-87.010.	*Heat Treater	R02	06 08 12 13 15 17 18 20 30 31 33 44
6-82.720.	*Helper Sandblast Machine Opr.	R02	05 12 15 17 31 33
5-03.810.	Inspector Mat. Supervisor	R02	06 08 12 18 20 44
5-03.810.	Inspector Naval Aviation Stores	R02	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
1-38.01.	*Junior Storekeeper	R02	05 15 17 30 31 33
#9-65.64.	*Laborer (Sorting bolts, nuts, screws)	R02	06 08 12 18 20 24 28 30
4-75.130.	Mechanic Bombsight	R02	06 08 12 18 20 33 37 44
4-80.050.	*Metalsmith Aviation	R02	05 06 08 12 15 17 18 20 30 31 33 37 44
7-16.210.	Metal Sprayer	R02	05 06 08 12 15 17 18 20 24 30 31 33
7-16.210.	Painter Aircraft Finish & Insignia	R02	05 12 15 17 18 20 30 31 33
7-49.023.	Parachute Repairman	R02	05 06 08 12 15 17 18 20 30 31 33
5-17.250.	Patternmaker Plaster	R02	05 06 08 12 15 17 18 20 30 31 33
1-38.01.	*Principal Storekeeper	R02	05 15 17 18 20 30 44
5-83.411.	Radio Repairman	R02	05 06 08 12 15 17 18 20 30 44
5-03.120.	*Ribstitcher	R02	06 08 18 20 37 44
6-82.720.	*Sandblaster	R02	05 12 15 17 31 33
0-95.93.	Senior Safety Inspector	R02	05 15 17
6-27.504.	Sewer	R02	05 06 08 12 15 17 18 20 30 31 33 37 44
4-87.310.	*Temperer	R02	05 06 08 12 13 15 17 18 20 30 31 33
4-76.210.	Toolmaker	R02	05 06 08 15 17 18 20 30 33 37 44
4-35.720.	Upholsterer	R02	05 06 08 12 15 17 18 20 30 31 33 37 44
5-03.210.	*Wireworker Aviation	R02	05 06 08 12 15 17 18 20 24 30 31 33 37 44
5-83.545.	*Aircraft Armament Mechanic	R07	05 06 08 15 17 18 20 30 31 33 44
6-62.150.	Leather Worker	R07	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33
7-10.014.	Plastic Molder Plexiglass	R07	05 06 08 12 18 20 30 31 33 44

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Occupational Code	Title of Position Ammunition, Explosives and Firearms	Region & Establishment	Disability Placement Code
4-52.481. #	*Ordnance Man	102	05 06 08 12 13 15 17 18 20 37
7-94.100.	*Apprentice, Mechanical Trades	203	05 06 08 12 13 15 17 18 20 37
8-52.42.	*Bench Assembler	203	06 08 12 18 19 20 22 24 30 31 33 37
4-86.010.	Blacksmith	203	
6-52.432.	*Block Press Opr., Explo. Handler	203	30 31 33
6-39.114.	*Box-Maker	203	31 33
8-52.41.	*Classified Laborer	203	05 17 30 33 37 44
9-64.44.	*Classified Laborer, Sprayer	203	06 08 12 18 20 24 30 31 33 37
6-52.451.	*Crystallizer Opr., Tetryl Explo.	203	30 31 33
8-52.42.	*Cup Filler	203	06 08 12 18 20 24 30 31 33 37
8-52.42.	*Cup Plate Filler	203	06 08 12 18 20 24 30 31 33 37
6-52.426.	*Dry-Houseman (Tetryl Explosive)	203	12 24 30 31 33 37
4-97.010.	*Electrician, Field	203	30
8-52.42.	*Explosive Opr., Laborer	203	06 08 12 18 20 24
9-64.44.	*Flare Parachute Assembler	203	05 06 08 12 18 20 31 33 37
6-52.445.	*Graining Press Opr., Explo. Handler	203	31 33
4-78.671.	*Inspector Machine Shop	203	06 08 12 18 20 31 33 37
6-52.443.	*Macaroni Press Operator Screen Press Operator	203	30 31 33
8-52.42.	*Macerator Opr., Explo. Handler	203	31 33
4-75.010.	*Machinist (Maintenance)	203	
8-52.42.	*Mechanical Time Fuse Opr.	203	06 08 12 18 20 24 30 31 33 37
5-78.100.	*Millwright	203	33
6-52.411.	*Mixer Opr., Explo. Handler	203	31 33
8-52.42.	*Munitions Handler	203	05 17
8-78.10.	*Opr. Automatic Screw Machine	203	05 06 08 12 17 18 20 24 30 31 33 37
6-78.083.	*Opr. Drill Press	203	05 06 08 12 13 15 17 18 20 24 31 33
6-88.625.	*Opr. Punch Press Machine	203	05 06 08 12 17 18 20 31 33
6-78.083.	*Opr. Reaming Machine	203	05 06 08 12 13 15 17 18 20 24 31 33
8-78.10.	*Opr. Spring Making-Machine	203	05 06 08 12 17 18 20 24 30 31 33 37
6-78.146.	*Opr. Thread Presses	203	05 06 08 12 13 15 17 18 20 24 31 33
4-78.021.	*Operator Turret Lathe	203	05 06 08 18 20
8-78.10.	*Pickling Operator	203	05 17 31 33
6-52.433.	*Powder Cutting Operator	203	31 33
8-52.42.	*Powder Trucker, Explosives	203	30 33
8-52.42.	*Pressman Opr. Explo. Handler	203	05 17
6-54.053.	*Primer Assembler	203	06 08 12 18 20 24 30 31 33 37
6-54.056.	*Primer Inserter	203	06 08 12 18 20 24 30 31 33 37
4-80.010.	Sheetmetal Worker	203	05 06 08 12 18 20 30 31 33 37 44
8-52.42.	*Shellacker	203	06 08 12 18 20 24 30 31 33 37
5-27.910. #	*Sign Painter	203	06 08 18 20 30 31 33 37

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Occupational Code	Title of Position Ammunition, Explosives and Firearms	Region & Establishment	Disability Placement Code
#			
6-52.480.	*Tetryl Blender Operator	203	05 17 30 31 33
6-52.467.	*Tetryl Dissolver Operator	203	05 17 30 31 33
4-52.446.	*Tetryl Nitrator Opr., Explo. Handler	203	05 17 30 31 33
6-78.146.	*Threading Machine Operator	203	05 06 08 12 18 20 30 31 33
5-84.110.	*Tool Grinder Operator	203	06 08 18 20 31 33 37
4-87.230.	*Tool Heat Treator	203	31 33
4-76.210.	*Tool Maker	203	06 08 18 20 31 33 37
4-85.020.	Welder, Electric	203	05 17
4-85.030.	Welder, Oxyacetylene	203	05 17
#			
8-52.41.	Apprentice Mech. Time Fuse, Female	303	06 08 18 20 31 33 37 44
4-93.771.	Assembler, Female	303	06 08 18 20 30 31 33 37 44
7-83.611.	Belt Adjuster	303	33
5-25.640.	Carpenter	303	33
1-18.66.	Checker Shop	303	06 08 12 18 20 30 31 33 37 44
9-65.45.	Crane Groundsman	303	05
0-48.18.	Draftsman Apprentice	303	05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
0-48.18.	Draftsman Assistant	303	05 06 08 12 13 15 17 18 20 24 30 33 37 44
0-48.18.	Draftsman Principal	303	05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
7-73.010.	Engineman Gasoline Crane	303	33 44
5-72.010.	Engineman Stationary	303	33
9-54.10.	Fireman Helper Stationary	303	33
7-70.040.	Fireman Stationary	303	33
4-87.412.	Furnaceman	303	05 12 13 15 17 30 33
7-02.714.	Gauge Checker	303	06 08 12 18 20 31 33 37 44
8-52.41.	Gauge Checker Helper	303	06 08 18 20 30 33 37 44
4-78.511.	Grinder Cylindrical	303	05 06 08 12 15 17 18 20 31 33
6-78.512.	Grinder Disk	303	05 06 08 12 15 17 18 20 31 33
4-78.512.	Grinder Internal	303	05 06 08 12 15 17 18 20 31 33
4-78.513.	Grinder Surface	303	05 06 08 12 15 17 18 20 31 33
4-75.130.	Instrument Maker	303	05 06 08 12 13 17 18 20 33 37
7-94.200.	Instrument Maker Helper	303	05 06 08 12 13 17 18 20 33 37
4-75.130.	Instrument Maker Junior	303	05 06 08 12 13 17 18 20 31 33 37
0-15.01.	Junior Engineering Aid	303	06 08 12 18 20 30 31 33 37 44
5-09.061.	Junior Lens Grinder	303	06 08 12 18 20 31 33
4-46.200.	Layoutman Photolithograph	303	06 08 12 18 20 30 31 33 37 44
8-49.02.	Layoutman Photolithograph Helper	303	06 08 12 18 20 30 33 37 44
6-62.160.	Leather Worker	303	30 33
5-09.061.	Lens Grinder	303	06 08 12 18 20 31 33
5-83.641.	Machine Adjuster	303	06 08 18 20 30 31 33
9-64.44.	Machine Opr. Automatic Screw Mach.	303	33
6-88.632.	Machine Opr. Draw Press	303	06 08 12 18 20
6-88.627.	Machine Opr. Forming Press	303	06 08 12 18 20
6-78.144.	Machine Opr. Hand Screw	303	33
6-33.373.	Machine Opr. Lathe	303	33

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Occupational Code	Title of Position Ammunition, Explosives and Firearms	Region & Establishment	Disability Placement Code
6-88.632.	Machine Opr. Metal Cart. Case Opr.	303	06 08 12 18 20
4-78.031.	Machine Opr. Milling Machine	303	33
6-88.624.	Machine Opr. Punch Press	303	06 08 12 18 20
4-75.020.	Machinist	303	06 08 18 20 30 31 33
5-78.100.	Millwright	303	33
8-93.77.	Moveman	303	06 08 12 18 20 30 31 33
9-64.44.	Munitions Handler	303	30
9-71.01.	Oiler	303	33
8-52.41.	Operator Mech. Time Fuse, Female	303	06 08 18 20 31 33 37 44

Occupational Code	Title of Position Ammunition, Explosives and Firearms	Region & Establishment	Disability Placement Code
4-75.120.	*Machinist Assembly	401	05 06 08 17 18 20 31 33
4-75.010.	*Machinist Production & Maintenance	401	05 06 08 15 17 18 20 31 33 44
5-83.621.	*Master Mechanic	401	01 03 05 13 15 17 24 26 30 31 33 37 44
4-91.351.	Melter Brass	401	
4-91.444.	Melter Open Hearth	401	
6-88.024.	*Metal Roller and Helper	401	05 17
4-81.010.	*Molder & Apprentice Molder	401	30 31 33 37
5-08.071.	*Optical Glass Grinder & Polisher	401	06 08 12 18 20 30 33 37 44
4-76.210.	Optical Glass Plate & Gauge Maker	401	30
5-08.066.	Optical Instrument Assembly	401	06 08 18 20 30 31 33 44
5-08.060.	*Optical Parts Inspector	401	06 08 12 18 20 30 31 33 37 44
6-70.360.	Optical Polish and Wax Mixer	401	06 08 18 20 24 30 31 33
4-52.481.	*Ordnance Worker Female Cart Case Shop	401	01 03 05 13 15 17 33 37 44
4-52.481.	*Ordnance Worker Female Optical Shop	401	06 08 12 18 20 31 33 44
4-52.481.	*Ordnance Worker Male, Female Machine Shop	401	06 08 12 18 20 24 31 33 37 44
5-17.010.	*Patternmaker Apprentice	401	05 06 08 12 18 20
6-88.623.	Puncher & Shearer Boilermakers Shop	401	
6-82.720.	Sand Blaster	401	30
7-84.240.	Sawfiler	401	31 33 44
4-76.210.	Senior Toolmaker & Toolmaker	401	30 33 44
4-80.010.	Sheetmetal Worker	401	30 33 44
7-97.040.	Sheetmetal Worker Apprentice	401	30 44
4-87.310.	Temperer	401	30 31 33
4-85.040.	*Welder	401	12 30 31 33 44
4-85.020.	*Welder Electric	401	30 31 33
4-85.020.	*Welder Electric Boilermaker Shop	401	31 33
4-85.030.	Welder Gas	401	30 31 33
4-52.481.	*Ordnanceman 1st 2nd 3rd Class	402	06 08 12 18 20 24 30 44
4-52.481.	*Ordnance Worker Female	402	06 08 18 20 24 30
6-52.351.	Chemical Plant Operator	403	24 30
6-52.351.	*Chemical Plant Workman	403	30 44
6-78.632.	*Gas Mask Assembler	403	06 08 12 18 20 24 28 30 37 44
6-78.671.	Gas Mask Tester	403	06 08 12 18 20 24 30 31 33 37 44
4-65.430.	*Glass Blower	403	06 08 12 18 20 24 31 33 37
4-65.430.	*Glass Blower Apprentice	403	06 08 12 18 20 24 33 37
6-93.071.	Operator Gas Mask Machine	403	12 18 20 24 30 37 44
5-83.641.	Sewing Machine Adjuster	403	30 37 44
6-27.504.	Sewing Machine Operator	403	06 08 12 18 20 24
7-16.210.	*Spray Painter	403	30
8-52.71.	*Toxic Gas Handler	403	05 17 30
7-81.010.	*Automotive Mechanic	405	33
7-81.010.	*Automotive Mechanic Assistant	405	33

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Occupational Code	Title of Position Ammunition, Explosives and Firearms	Region & Establishment	Disability Placement Code
#			
7-81.010.	*Automotive Mechanic Junior	405	33
7-81.010.	*Automotive Mechanic Under	405	33
7-36.010.	Chauffer	405	05 12 13 15 17 24 37 44
5-73.010.	Crane Operator, Overhead	405	44
4-97.010.	Electrician	405	06 08 12 18 20 24 39 37 44
0-50.50.	*Laboratory Mechanic	405	05 06 08 12 13 15 17 18 20 24 30 33 37 44
0-50.50.	*Laboratory Mechanic Assistant	405	05 06 08 12 13 15 17 18 20 24 30 33 37 44
0-50.50.	*Laboratory Mechanic Junior	405	05 06 08 12 13 15 17 18 20 24 30 33 37 44
1-23.14.	*Laboratory Mechanic Under	405	05 17 44
4-75.010.	Machinist	405	12 24 30 44
#			
4-86.010.	Blacksmith	502	05 06 08 17 18 20 31 33
5-25.110.	Carpenter	502	05 17 31 33
5-25.110.	Carpenter Foreman	502	05 17 31 33
1-18.66.	Checker Under	502	01 03 05 06 08 12 13 15 17 18 20 30 31 33 37 44
0-48.18.	Draftsman	502	05 06 08 12 15 17 18 20 30 31 33 37 44
4-97.010.	Electrician	502	05 17 31 33 44
4-97.420.	Electrician Senior	502	05 17 31 33 44
7-70.040.	Fireman Stationary Boiler	502	05 06 08 17 18 20 30 31 33
2-61.03.	Guard	502	44
4-76.210.	Instrument Repairman	502	05 06 08 18 20 31 33 37
8-52.41.	Laborer Classified	502	05 17 30 31 33
9-64.44.	Laborer Unclassified	502	05 17 30 31 33
6-78.083.	Machine Operator	502	05 06 08 18 20 31 33 37 44
4-75.120.	Machinist	502	05 06 08 18 20
6-88.624.	Operator Machine	502	05 06 08 18 20 31 33 44
6-27.502.	Operator Sewing Mach. Pow.	502	05 06 08 18 20 31 33 37 44
4-75.130.	Optical Instrument Assem.	502	05 06 08 18 20 24 31 33 37 44
5-08.066.	Optical Instrument Finish.	502	05 06 08 18 20 30 31 33 37 44
7-08.032.	Optical Parts Inspector	502	05 06 08 18 20 24 30 31 33 37 44
5-27.010.	Painter	502	05 17 33
5-30.210.	Plumber	502	33
2-61.03.	Policeman	502	44
7-84.240.	Saw Filer	502	06 08 12 18 20 24 31 33 37 44
4-71.510.	Watch & Chronometer Repr.	502	06 08 12 18 20 24 31 33 37 44
2-61.03.	Watchman	502	44
5-92.397.	*Foreman General	608	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
5-81.010.	*Mechanic General	608	30
4-52.481.	*Inspector Ordnance Mat.	612	24 31 33 37

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Occupational Code	Title of Position Ammunition, Explosives and Firearms	Region & Establishment	Disability Placement Code
4-78.671.	*Inspector Powder and Explosives	613	01 03 05 13 15 17 30 31 33
5-53.420.	*Lineman Electrician	614	44
7-83.611.	Adjuster Belt	701	05 06 08 12 15
5-83.541.	*Armorer	701	06 08 12 18 20 30 31 33 44
5-83.541.	Armorer Field Service	701	06 08 12 30 31 33 44
5-83.541.	Armorer Traveling S. A. Maintenance	701	06 08 12 18 20 30 31 33 44
7-02.311.	Assembler Tank & Tractor	701	06 08 12 18 20 30 31 33 44
4-93.771.	Assembler Small Arms and Equipment	701	06 08 12 18 20 30 31 33 44
7-02.311.	Assembler Vel. Shop	701	06 08 12 18 20 30 31 33 44
1-18.66.	Asst. Production Estimator	701	01 03 05 12 13 15 17 30 44
1-18.66.	Asst. Production Follow Up Man	701	01 03 05 12 13 15 17 30 44
1-18.66.	Asst. Production Route Sheet Writer	701	01 03 05 06 08 12 13 15 17 18 20 37 44
5-51.130.	Attendant Switchboard	701	06 08 12 18 20 24 37 44
4-75.120.	Benchman Machinist	701	06 08 18 20 24 30 33 37 44
5-17.010.	Benchman Small Arms and Equipment	701	06 08 12 18 20 24 30 31 33 37 44
4-86.010.	Blacksmith	701	06 08 18 20 30 31 33
4-86.010.	Blacksmiths Helper	701	30
4-83.100.	Boilermaker	701	06 08 18 20 30 31 33
5-92.768.	Boss Gang Mech. Trades	701	01 03 05 06 08 12 13 15 17 18 20 30 33 44
9-65.64.	Boy Shop	701	06 08 12 18 20 24 30
7-38.020.	Brakeman Railroad	701	
5-24.010.	Bricklayer	701	31 33 44
5-25.110.	Carpenter	701	31 33 44
5-26.100.	Cement Finisher	701	06 08 30 31 33 44
1-18.66.	Checker Shop	701	06 08 12 18 20 30 31 33 44
4-82.010.	Coremaker	701	06 08 12 18 20 30 31 33
5-73.040.	Craneman Electric	701	
4-91.351.	Cupola Tender	701	30 31 33
4-76.120.	Diesetter	701	31 33 44
4-76.020.	Diesinker	701	06 08 12 18 20 30 31 33 44
4-97.010.	Electrician	701	30 31 33
5-73.060.	Engineman Crane	701	
5-41.060.	Engineman Locomotive	701	06 08 12 18 20 24
7-23.940.	Engineman Power Roller	701	06 08 12 18 20 24 44
7-10.012.	Fabric Worker	701	06 08 12 18 20 24 30 31 33 37 44
2-63.10.	Firefighter	701	
5-99.030.	Foreman Assembly Recuperator	701	01 03 05 06 08 12 13 15 17 18 20 24 30 33 37 44
5-92.768.	Foreman & Asst. Automatic Screw Mach.	701	06 08 12 18 20 33 44
5-92.768.	Foreman & Asst. Dept.	701	01 03 05 06 08 12 13 15 17 18 20 24 30 33 37
5-92.768.	Foreman & Asst. Drill Press	701	06 08 18 20 30 33 44
5-92.601.	Foreman & Asst. Electrical	701	06 08 12 18 20 30 33 44

Occupational Code	Title of Position Ammunition, Explosives and Firearms	Region & Establishment	Disability Placement Code
5-99.030.	Foreman and Asst. Experimental Mfg.	701	01 03 05 06 08 12 13 15 17 18 20 24 30 33 37 44
5-92.391.	Foreman & Asst. Forge	701	06 08 18 20 30 33
5-92.311.	Foreman & Asst. Foundry	701	06 08 18 20 30 33
5-97.110.	Foreman & Asst. Garage	701	06 08 18 20 30 33 44
5-92.768.	Foreman & Asst. Grinding	701	06 08 12 18 20 24 30 33
5-92.768.	Foreman & Asst. Hydraulic Press	701	06 08 12 18 20 24 30 33 44
5-92.397.	Foreman & Asst. Inspection	701	06 08 12 18 20 24 30 33 37 44
5-92.768.	Foreman & Asst. Layout	701	06 08 12 18 20 24 30 33 37
5-92.311.	Foreman & Asst. Machine	701	06 08 18 20 30 33
5-92.392.	Foreman & Asst. Maintenance	701	06 08 18 20 30 33
5-92.397.	Foreman & Asst. Ordnance Maintenance	701	06 08 12 15 17 18 20 24 30 37 44
5-27.010.	Foreman & Asst. Paint	701	31 33
5-99.030.	Foreman & Asst. Planning	701	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
5-91.701.	Foreman & Asst. Printing	701	06 08 12 18 20 30 31 33
5-99.030.	Foreman & Asst. Recuperator	701	06 08 18 20 30 31 33
5-99.030.	Foreman & Asst. Repair	701	06 08 18 20 30 33
5-92.592.	Foreman & Asst. Sheetmetal	701	06 08 18 20 33 44
5-92.392.	Foreman & Asst. Small Arms	701	06 08 18 20 30 33 44
5-92.732.	Foreman & Asst. Toolmaking	701	06 08 18 20 30 33 44
5-99.030.	Foreman & Asst. Tripod	701	06 08 18 20 30 33 44
5-92.768.	Foreman & Asst. Turret Lathe	701	06 08 18 20 30 33 37 44
4-85.010.	Foreman & Asst. Welding	701	06 08 12 18 20 30 33 37 44
5-91.501.	Foreman & Asst. Woodworking	701	06 08 12 18 20 30 33
5-99.030.	Foreman Apprentice	701	06 08 12 18 20 30 33 37
5-92.392.	Foreman Artillery Maintenance	701	06 08 12 18 20 24 30 44
5-99.030.	Foreman Asst. General	701	01 03 05 06 08 12 13 15 17 18 20 24 30 33 37 44
5-99.030.	Foreman Blueprint	701	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
5-94.020.	Foreman Bridge	701	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
5-94.040.	Foreman Construction and Maint.	701	06 08 12 18 20 30 33
2-63.207.	Foreman Fire and Police	701	01 03 05 06 08 12 13 15 17 18 20 30 33
5-92.311.	Foreman Pattern	701	
5-30.210.	Foreman Plumbing	701	01 03 05 06 08 12 13 15 17 18 20 24 30 33 44
5-92.768.	Foreman Tool Issuing	701	31 33 44
6-86.110.	Forger Drop	701	06 08 12 13 18 20 30 33
4-87.412.	Furnaceman	701	06 08 18 20 31 33
4-85.030.	Gas Burner & Cutter	701	06 08 18 20 30 31 33
9-65.64.	Girl Shop	701	06 08 18 20 30 31 33
6-77.710	Grinder Rough	701	05 06 08 12 13 15 17 18 20 30 33
		701	06 08 18 20 30 31 33 37

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Occupational Code	Title of Position Ammunition, Explosives and Firearms	Region & Establishment	Disability Placement Code
5-88.030.	Groundsman Crane	701	
2-61.03.	Guard	701	44
4-87.230.	Hardener Tool	701	06 08 12 13 18 20 30 31 33
4-87.010.	Heat Treater	701	30 31 33
4-87.010.	Helper Heat Treater	701	06 08 30 33
7-32.812.	Helper Mech. Plumber	701	33
8-82.10.	Helper Molder	701	30 33
9-65.28.	Helper Plater	701	06 08 18 20 30 33
8-82.10.	Helper Sandblast Operator	701	30 33
4-78.671.	Inspector Artillery Maintenance	701	06 08 12 13 15 17 18 20 30 31 33 44
4-78.671.	Inspector Shop	701	06 08 12 13 17 18 20 30 31 33
4-75.130.	Instrument Maker	701	06 08 12 13 17 18 20 30 31 33
1-38.01.	Keeper Material	701	03 05 06 08 13 15 17 18 20 30 31 33 37 44
9-65.18.	Laborer Classified Female	701	30 31 33
6-62.160.	Leather Worker Benchman	701	06 08 12 18 20 24 30 31 33 37 44
6-72.160.	Leather Worker Special	701	06 08 12 18 20 24 30 31 33 37 44
5-53.420.	Lineman	701	33
4-75.120.	Machinist	701	06 08 18 20 30 31 33
4-75.010.	*Machinist Traveling Art Maintenance	701	06 08 12 18 20 30 31 33
5-81.010.	Mechanic Automotive	701	06 08 12 18 20 30 31 33
4-91.441.	Melter	701	30 31 33
5-78.100.	Millwright	701	
4-81.030.	Molder	701	30 31 33
8-93.77.	Moveman	701	12 24 30 31 33 44
9-71.01.	Oiler	701	31 33
7-72.580.	Operator Air Compressor	701	05 17 30 33
2-62.30.	Operator Drawbridge	701	12 24 30 44
2-95.20.	*Operator Elevator	701	01 03 05 06 08 12 13 15 17 18 20 30 31 33 44
8-78.10.	Operator Machine Automatic Screw	701	06 08 18 20 30 31 33 37 44
6-88.348.	Operator Machine Cut Off	701	06 08 18 20 30 31 33
6-78.083.	Operator Machine Driller	701	06 08 18 20 30 31 33 44
6-78.021.	Operator Machine General	701	06 08 18 20 31 33 44
6-88.611.	Operator Machine Hyd. Press	701	12 31 33
6-78.413.	Operator Machine Lapping Recuperator	701	06 08 12 18 20 31 33 44
7-88.010.	Operator Machine Power Loading	701	06 08 18 20 33
4-78.513.	Operator Machine Precision Grinder	701	06 08 18 20 31 33
6-94.202.	Operator Machine Sheet Metal	701	31 33 44
4-78.022.	Operator Machine Turret Lathe	701	06 08 18 20 24 31 33
4-33.311.	Operator Machine Wood	701	06 08 12 18 20 31 33
6-82.720.	Operator Sandblast	701	06 08 12 18 20 31 33
6-62.170.	Operator Sewing Mach. Cloth Leather	701	06 08 18 20 24
6-93.774.	Operator Star Gage	701	06 08 12 18 20 30 31 33 44
7-36.510.	Operator Tractor Shop	701	12 24 33
7-54.621.	Operator Water Filter	701	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44

Occupational Code	Title of Position Ammunition, Explosives and Firearms	Region & Establishment	Disability Placement Code
7-68.451.	Packer	701	30 31 33
5-27.010.	Painter	701	31 33
5-17.010.	Patternmaker Metal	701	06 08 12 18 20 31 33 44
4-74.010.	Plater	701	06 08 18 20 31 33
6-77.060.	Polisher	701	06 08 18 20 31 33
4-44.010.	Printer	701	06 08 12 18 20 30 31 33 44
5-83.621.	Repairman General	701	30 31 33
5-83.611.	Repairman Utilities	701	30 31 33
9-65.64.	Rigger	701	
6-84.640.	Riveter	701	06 08 18 20 30 31 33
7-31.200.	Roofer	701	31 33
7-84.240.	Saw Filer	701	06 08 12 13 15 17 18 20 30 31 33 37 44
4-75.160.	Set Up Man	701	06 08 18 20 30 31 33 44
4-80.010.	Sheet Metal Worker	701	06 08 18 20 30 31 33
5-30.410.	Steamfitter	701	30 31 33
5-83.542.	Stock Finisher	701	06 08 18 20 30 31 33 44
4-78.671.	Subinspector Small Arms Maintenance	701	06 08 12 13 15 17 18 20 30 31 33 37 44
4-78.513.	Surface Treater	701	06 08 18 20 31 33
8-78.10.	Surface Treater Helper	701	06 08 18 20
4-78.671.	Targeter	701	06 08 18 20 30 31 33 37 44
5-51.030.	Tender Dynamo	701	
8-78.10.	Toolchaser	701	06 08 18 20 30 33
1-38.05.	Toolchaser Foreman Asst.	701	30 31 33
4-76.210.	Toolmaker	701	06 08 12 18 20 31 33 44
4-76.210.	Toolmaker Precision	701	06 08 12 18 20 31 33 44
4-76.210.	Toolmaker Sub Elibible	701	06 08 12 18 20 33 44
7-36.250.	Truck Driver Heavy Duty	701	05 12 17 24 44
4-85.020.	Welder Electric	701	06 08 12 18 20 30 31 33
6-54.038. #	Inspector	705	06 08 18 20 30 37
4-52.481.	*Inspector, Heavy Duty	706	30 31 33
4-52.481.	*Inspector, Light Duty	706	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
4-52.481.	*Inspector, Heavy Duty	707	30 31 33
4-52.481. #	*Inspector, Light Duty	707	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
5-83.541.	Armorer	801	
4-52.481.	Asst. Chief Inspector	801	31 33 44
1-04.01.	Asst. Clerk	801	05 06 08 12 13 15 17 18 20 24 30 33 37 44
0-50.50.	Asst. Proof Technician	801	12 30 31 33
1-03.02.	Checkers	801	05 12 13 15 17 24 30 31 33 37
0-50.50.	Chief Proof Technician	801	12 30 31
0-50.50.	Chronographer Ammunition Proof Tech.	801	06 08 12 18 20 24 30 31 33 37 44

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4-76.210.	Gage Maker	801	31 33 37 44
0-50.50.	Gunner Ammunition Proof Technician	801	12 30 31 33
5-83.972.	Instrument Repairman	801	30 31 33 37
0-50.50.	Junior Proof Technician	801	12 30 31 33
4-75.120.	Machinist	801	30 31 33 37 44
0-50.50.	Minor Proof Technician	801	12 30 31 33
0-50.50.	Principal Proof Technician	801	12 30 31 33
0-50.50.	Proof Technician	801	12 30 31 33
0-50.50.	Senior Proof Technician	801	12 30 31 33
1-38.01.	Storekeeper	801	05 06 08 12 13 15 17 18 20 30 33 37 44
6-54.038.	Sub Inspector Cartridge Distribution	801	30 31 33 44
6-54.036.	Sub Inspector Female Primer Drop	801	06 08 12 18 20 30 31 33 37 44
6-54.038.	Sub Inspector Male Process Inspector	801	30 31 33 44
6-54.038.	Sub Inspector Mercury Crack	801	06 08 12 18 20 24 30 31 33 37
4-52.481.	Sub Inspector Ordnance Material Female	801	05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
4-52.481.	Sub Inspector Ordnance Material Male	801	30 31 33 44
6-54.038.	Sub Inspector Pullet Pull	801	06 08 12 18 20 30 31 33 37 44
1-26.03	Timekeeper	801	05 06 08 12 13 15 17 18 20 24 30 33 37 44
0-50.50.	Under Proof Technician	801	12 30 31 33
6-52.476.	Checker Ordnance Material Explosives	903	01 03 05 06 08 12 13 15 17 18 20 24 30 37 44
0-07.03.	Chemist Powder and Explosives	903	05 06 08 12 13 15 17 18 20 24 30 31 33
6-54.038.	Inspector Powder and Explosives Asst.	903	
6-54.038.	Inspector Powder and Explosives Assoc.	903	
6-54.038.	Inspector Powder and Explosives Jr.	903	
6-54.038.	Inspector Powder and Explosives Sr.	903	
6-54.038.	*Inspector of Ordnance	R06	05 06 08 12 18 20 24 28 30 31 33 37 44
9-64.44.	Helper Instrument Maker	R09	05 06 08 12 15 17 18 20 24 30 31 33 37 44
4-75.130.	Instrument Maker	R09	06 08 12 18 20 24 31 33 37 44
4-75.130.	Mechanic Instrument Maker	R09	06 08 12 18 20 24 31 33 37 44
9-64.44.	*Munitions Worker Female	R09	01 03 05 06 08 12 13 15 17 18 20 30 31 33
5-09.061.	Optical Glass Grinder & Polisher	R09	06 08 12 18 20 31 33 37
4-76.210.	Optical Glass Plate & Gauge Maker	R09	06 08 12 18 20 31 33 37 44
5-08.066.	Optical Instrument Assembler	R09	06 08 12 18 20 31 33 37 44
5-08.066.	Optical Instrument Finisher	R09	06 08 12 18 20 31 33 37 44
4-75.130.	Optical Instrument Maker	R09	06 08 12 18 20 31 33 37 44

Occupational Code	Title of Position Ammunition, Explosives and Firearms	Region & Establishment	Disability Placement Code
7-08.032. #	Optical Parts Inspector	R09	06 08 12 18 20 24 31 33 37 44
4-52.481.	*Inspector Army Ordnance Material	R11	03 05 06 08 12 15 17 18 20 24 30 31 33 37 44
4-52.481.	*Inspector of Ordnance Material, Bench	R12	06 08 08 09 12 18 19 20 22 24 30 31 33 37 44
4-52.481.	*Inspector of Ordnance Material, Roving	R12	06 08 12 18 20 30 31 33 37
4-52.481.	*Inspector of Ordnance Materials	R13	03 05 06 08 12 15 17 18 20 24 30 31 33 37 44
4-52.481.	*Inspector of Ordnance Material	R14	03 05 06 07 08 09 12 15 17 18 19 20 22 24 30 31 33 37 44
5-36.010.	*Chauffer, Bus Driver	R15	44
5-41.060.	*Engineman, Diesel Electric	R15	03 05 06 08 12 15 17 18 20 37 44
7-70.040.	Fireman Stationary Steam Boiler	R15	03 05 15 17 30 31 33 37 44
7-23.020.	*Motor Grader Operator	R15	05 17 44
4-52.481. #	*Ordnanceman	R15	03 05 06 08 15 17 18 20 30 33 44

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Occupational Code	Title of Position Maintenance, Reclamation & Miscellaneous Activities	Region & Establishment	Disability Placement Code
1-38.04.	Senior Storekeeper	703	06 08 18 20 30 31 33 37 44
5-92.592.	Sheetmetal Foreman	703	01 03 05 06 08 12 13 15 17 18 20 24 30 33 44
4-80.010.	Sheetmetal Worker	703	06 08 18 20 30 31 33
1-38.01.	Storekeeper	703	06 08 18 20 30 31 33 44
7-37.250.	Truck Driver	703	
1-38.01.	Under Storekeeper	703	06 08 18 20 30 31 33 44
1-38.01.	Assistant Storekeeper	704	30 31 33
5-25.110.	Carpenter	704	31 33
9-85.03.	*Classified Laborer	704	30 31 33
2-95.20.	Elevator Operator	704	01 03 05 06 08 12 13 15 17 18 20 24 30 33 37 44
2-84.10.	Janitor	704	06 08 30 31 33
1-03.02.	Junior Checker	704	06 08 12 18 20 30 31 33 37 44
7-36.510.	Lift Operator	704	44
5-81.010.	Mechanic	704	30 31 33
7-68.136.	Packer	704	30 31 33
1-38.01.	Storekeeper	704	06 08 12 13 15 17 18 20 30 31 33 37 44
7-36.250.	Truck Driver	704	
1-38.01.	Under Storekeeper	704	30 33 44
#4-52.481.	*Inspector, Heavy Duty	708	30 31 33
#4-52.481.	*Inspector, Light Duty	708	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
7-36.010.	*Automobile Operator Chauffer	901	05 12 13 15 17 18 20 24 37 44
5-81.010.	Automotive Mechanic	901	05 06 08 15 17 18 20 30 44
5-81.010.	Garageman	901	01 03 05 06 08 12 13 15 17 18 20 30 31 33 44
5-81.010.	Mechanic General	901	33
5-81.010.	Mechanic Junior General	901	33
5-83.641.	Mechanic Maintenance Waterworks	901	
9-32.51.	Sewage Disposal Plant Work	901	06 08 12 13 15 17 18 20 30 33 37 44
5-80.100.	Aircraft Mechanic General	902	05 06 08 12 15 17 18 20 30 31 33 44
4-97.420.	Electrician Maintenance Locks & Dams	904	
5-49.103.	Lock Master	904	
5-49.104.	Lock Master Assistant	904	
4-52.481.	Inspector Ordnance Material Assistant	905	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
4-52.481.	Inspector Ordnance Material Jr.	905	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
4-52.481.	Inspector Ordnance Material Minor	905	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
5-73.040.	Operator Crane	905	31 33
6-84.660.	Rivet Heater	905	31 33
6-84.640.	Riveter	905	31 33
5-36.030.	Test & Repair Auto Tank Test Driver	905	33
7-70.210.	*Fireman Marine Oil	906	
5-73.760.	Foreman Derrick Grader Floating	906	
5-94.160.	Foreman Pile Driver	906	
5-73.750.	Operator Derrick Grader Floating	906	

Occupational Code	Title of Position Maintenance, Reclamation & Miscellaneous Activities	Region & Establishment	Disability Placement Code
7-49.101.	Operator Motor Push Boat	906	44
5-23.610.	Operator Pile Driver	906	
7-54.622.	Water Tender	906	
5-75.410.	Diamond Driller	907	12 13 15 17 30 31 33
5-75.410.	Drill Runner Diamond Rig	907	12 13 15 17 30 31 33
7-75.410.	Drill Runner Helper Diamond Rig	907	12 13 15 17 30
7-36.250.	*Driver Truck	907	
5-94.040.	Foreman Construction	907	01 03 05 06 08 12 13 15 17 18 20 24 30 37 44
5-92.768.	*Foreman Shop	907	12 30 31 33
7-75.410.	Helper Operator Core Drill	907	12 13 15 17 30
9-22.50.	High Scaler	907	33
5-93.510.	Inspector Assistant Core Drilling	907	12 13 15 17 30 31 33 37
5-92.231.	Inspector Grouting	907	01 03 05 12 13 15 17 24 31 33 37 44
7-71.010.	Oiler Drag Line & Shovel	907	05 12 13 15 17 30 31 33 44
7-23.030.	Operator Bulldozer	907	05 12 13 15 17 33 44
7-23.030.	Operator Bulldozer Diesel	907	05 12 13 15 17 33 44
7-72.580.	Operator Compressor	907	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
7-23.330.	Operator Conrete Mixer	907	05 12 13 15 17 24 30 31 33 37
5-73.320.	Operator Drag Line & Shovel	907	05 12 13 15 17 31 33 44
3-32.30.	Operator Drag Line Helper	907	05 12 13 15 17 30 33
5-73.520.	Operator Derrick	907	05 12 13 15 17 31 33 44
9-22.50.	Operator Jack Hammer	907	31 33
5-75.410.	Operator Mechanical Equipment Core Drill	907	12 13 15 17 30 31 33
5-75.410.	Operator Mechanical Equipment Drill Rig	907	12 13 15 17 30 31 33
5-73.210.	Operator Power Shovel Lima	907	05 12 13 15 17 31 33 44
5-73.210.	Operator Power Shovel N. W.	907	05 12 13 15 17 31 33 44
7-72.510.	Operator Pump Diesel	907	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
7-72.510.	Operator Pump Gasoline	907	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
7-32.577.	Operator Stone Finish	907	05 06 08 12 13 15 17 18 20 31 33
7-36.510.	Operator Tractor Carry All Attachment	907	05 13 15 17 31 33 37 44
7-36.510.	Operator Tractor Crawler Type	907	12 13 15 17 24 31 33 37 44
5-74.020.	*Powderman	907	05 13 15 17 33
5-93.510.	Supervisor Quarry	907	01 03 05 06 08 12 13 15 17 18 20 24 30 37 44
5-73.320.	*Drag Line Operator	R05	05 17 33
5-97.110.	Foreman Maintenance Shop General Construction	R05	05 12 13 15 17 30 31 33 44
5-16.910.	Painter Automobile	R05	05 17 31 33
7-31.100.	Roofer	R05	05 15 17 31 33
7-84.240.	Saw Filer	R05	05 06 08 12 15 17 18 20 30 31 33 37 44
5-75.410.	Diamond Drill Operator	R08	05 15 17 30 44
5-05.750.	*Rigger Antennae	R10	05 17

Occupational Code	Title of Position Ship Building and Ship Repair	Region & Establishment	Disability Placement Code
4-86.010.	*Anglesmith	101	30 33
9-54.10.	*Ashman Power House	101	12 13 15 17 30
4-86.010.	*Blacksmith	101	31 33
4-80.070.	*Boat Builder	101	30 31 33
4-83.100.	*Boilermaker	101	
4-83.100.	*Boilermaker Shop	101	30 31 33
6-84.910.	*Calker and Chipper	101	37 44
5-25.110.	*Carpenter Bldg. Trades	101	05 15 17 44
5-26.200.	*Cement Finisher Bldg. Trades	101	05 13 15 17 30
4-86.010.	*Chainmaker	101	31 33
4-80.010.	*Coppersmith Ship	101	30
4-80.010.	*Coppersmith Shop	101	30 31 33 37
5-73.040.	*Craneman	101	13 15 17 44
5-73.040.	*Craneman Shop	101	05 06 08 12 13 15 17 18 20 44
4-76.010.	*Die Sinker	101	12 33 37
6-78.083.	*Driller	101	37 44
4-97.210.	*Electrician Ship	101	
4-97.220.	*Electrician Shop	101	12 13 15 17 18 20 30 31 33 37 44
5-51.010.	Engineman Power House	101	12 13 15 17 24 30 33
7-70.040.	*Fireman Power House	101	12 13 15 17 30
6-88.742.	*Flange Turner	101	30 33
6-86.110.	*Forger Drop	101	31 33
4-86.120.	*Forger Heavy	101	31 33
6-86.120.	*Forger Light	101	31 33
6-82.910.	*Foundry Chipper	101	
4-91.441.	*Foundry Melter	101	
4-81.030.	*Foundry Molder	101	
4-86.010.	*Frame Bender	101	30 33
6-88.732.	*Furnaceman	101	31 33
6-85.210.	*Gas Cutter & Burner Ship	101	
6-85.210.	*Gas Cutter & Burner Shop	101	06 08 12 18 20 37
9-05.51.	*General Helper	101	05 13 15 17
6-86.110.	*Hammer Runner	101	31 33
5-25.650.	*Joiner	101	
9-05.51.	*Laborer	101	05 13 15 17 30
5-17.210.	*Loftsman	101	31 33 37 44
4-75.120.	*Machinist Inside	101	05 06 08 12 13 15 17 18 20 30 33 37
4-75.010.	Machinist Outside	101	
5-24.110.	*Mason Bldg. Trades	101	05 15 17 44
4-33.914.	*Mill Man	101	06 08 12 13 15 17 18 20 30 33
9-71.01.	*Oiler Power House	101	12 13 15 17 30
5-27.010.	Painter Bldg. Trades	101	
5-27.110.	Painter Ship	101	
5-33.110.	Pipe Coverer & Insulator	101	
5-30;010.	Pipe Fitter Ship	101	30
5-30;010.	Pipe Fitter Shop	101	12 30 33 37
5-30.210.	Plumber Ship	101	30
5-30.210.	Plumber Shop	101	12 30 33 37
6-88.623.	*Puncher	101	06 08 12 13 15 17 18 20 30 33 44
#5-88.030.	*Rigger	101	
7-31.200.	*Roofer Bldg. Trades	101	05 15 17 44

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Occupational Code	Title of Position Ship Building and Ship Repair	Region & Establishment	Disability Placement Code
4-19.731.	*Rope Maker	101	06 08 12 13 15 17 18 20 24 30 31 33 37
4-27.811.	*Sailmaker Ship	101	12 30 44
4-27.811.	*Sailmaker Shop	101	06 08 12 18 20 30 31 33 37 44
6-88.664.	*Shearer	101	06 08 12 13 15 17 18 20 30 33 44
4-80.010.	*Sheetmetal Worker Building Trades	101	05 15 17
4-80.010.	*Sheetmetal Worker Ship	101	12 30 44
4-80.010.	*Sheetmetal Worker Shop	101	06 08 12 18 20 30 31 33 37 44
5-17.230.	*Shipfitter	101	12 13 15 17 30 33
4-76.210.	*Tool Maker	101	05 06 08 12 13 15 17 18 20 30 33 37
9-49.30.	*Trackman Bldg. Trades	101	05 13 15 17 30 37
7-72.510.	*Water Tender Power House	101	12 13 15 17 30
4-85.020.	*Welder Electric Ship	101	
4-85.020.	*Welder Electric Shop	101	06 08 12 18 20 37
4-85.030.	*Welder Gas Ship	101	
4-85.030.	*Welder Gas Shop	101	06 08 12 18 20 37
5-83.951.	*Wood Calker	101	
#4-86.010.	*Anglesmith	202	05 06 08 15 17 18 20 31 33
#4-75.120.	*Benchman	202	05 06 08 12 15 17 18 20 24 30 31 33 37 44
#5-17.010.	*Bench Worker, Hand Metal	202	05 06 08 12 15 17 18 20 24 30 31 33 37
6-86.120.	*Bending Machine Operator	202	05 06 08 18 20 31 33
#4-88.742.	*Bending-Roll Operator	202	05 17 31 33
4-86.010.	*Blacksmith	202	
4-80.070.	*Boatbuilder	202	05 15 30
#4-83.100.	*Boilermaker	202	06 08 18 20 31 33
#7-38.020.	*Brakeman	202	
4-86.150.	*Bumping Machine Operator	202	05 06 08 18 20 31 33
6-84.910.	*Calker	202	31 33
#6-78.511.	*Centerless Grinding Machine Opr.	202	31 33
6-84.920.	*Chipper	202	31 33
#0-92.21.	*Conductor	202	
4-80.010.	*Coppersmith	202	30 31 33
4-82.010.	*Core Maker	202	05 06 08 13 15 17 18 20
5-73.040.	*Craneman	202	05
#4-91.351.	*Cupola Tender	202	05 17
6-85.210.	*Cutter or Burner Gas	202	06 08 18 20 30 31 33
#4-76.010.	*Die Sinker	202	06 08 12 18 20 30 31 33
6-78.083.	*Driller Ship	202	31 33
6-78.083.	*Driller Shop	202	05 06 08 12 13 15 17 18 20 24 31 33 37 44
6-78.083.	*Drill Press Operator Ship	202	31 33
6-78.083.	*Drill Press Operator Shop	202	05 06 08 12 13 15 17 18 20 24 31 33 37 44
#4-97.210.	*Electrician Ship	202	30 31 33
#4-97.220.	*Electrician Shop	202	06 08 12 18 20 30 31 33 37 44
6-78.164.	*Engine Lathe Operator	202	06 08 12 18 20 37

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Occupational Code	Title of Position Ship Building and Ship Repair	Region & Establishment	Disability Placement Code
#7-40.010.	*Engineman, Diesel Locomotive	202	37
#6-88.742.	*Flange Turner	202	31 33
6-86.110.	*Forger	202	
#6-82.910.	*Foundry Chipper	202	05 17 31 33
#6-86.120.	*Frame Bender	202	05 17
#4-91.351.	*Furnaceman Foundry	202	05 17 30
#6-86.110.	*Hammer Runner	202	31 33
#4-87.010.	*Heat Treater, Blacksmith	202	31 33
7-02.352.	*Holder On	202	31 33
#8-82.10.	*Hydroblaster, Foundry	202	05 13 15 17 31 33
#4-75.130.	*Instrument Assembler	202	06 08 12 18 20 30 31 33 37 44
5-25.650.	*Joiner Ship	202	30 33
5-25.650.	*Joiner Shop	202	06 08 12 18 20 30 31 33 37
4-91.651.	*Ladleman Foundry	202	30
4-80.020.	*Lay Out Man	202	05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
#4-83.200.	*Lay-out and Marking	202	06 08 18 20 31 33
#4-95.031.	*Lead Burner, Ship	202	30 31 33
#4-95.031.	*Lead Burner, Shop	202	06 08 12 18 20 30 31 33
#5-17.210.	*Loftsman	202	30 33 37 44
#6-91.111.	*Melter, Electric	202	31 33
#4-91.441.	*Melter, Fuel	202	31 33
#4-91.572.	*Melter, Gas	202	31 33
6-94.204.	*Metal Cutters	202	05 06 08 12 18 20 31 33 37 44
6-78.031.	*Milling Machine Operator	202	05 06 08 12 13 15 17 18 20 37
4-81.030.	*Molder Foundry	202	30
#5-08.066.	*Optical Worker	202	06 08 12 18 20 31 33 37 44
#4-52.481.	*Ordnanceman	202	30 31 33
#7-27.110.	*Painter, Ship	202	05 17 31 33
#5.27.11.	*Painter, Shop	202	05 06 08 12 18 20 30 31 33 37
5-17.010.	*Pattern Maker	202	05 06 08 17 18 20 30 31 33
5-33.110.	*Pipe Coverer & Insulator, Ship	202	05 17 30 31 33
5-33.110.	*Pipe Coverer & Insulator, Shop	202	05 06 08 12 17 18 20 30 31 33 37
5-30.010.	*Pipe Fitter, Ship	202	30 31 33
5-30.010.	*Pipe Fitter, Shop	202	12 30 31 33 37
6-78.071.	*Planer Machine Operator	202	05 06 08 17 18 20 30 31 33
6-88.664.	*Press-cutting Machine Operator	202	05 17 31 33
6-88.622.	*Punch Machine Operator	202	05 06 08 12 17 18 20 31 33
6-88.622.	*Puncher, Sheet Metal Shop	202	06 08 12 18 20 31 33 37 44
5-88.030.	*Rigger	202	
6-84.440.	*Riveter	202	31 33
6-84.430.	*Rivet Heater	202	30 33
#4-27.811.	*Sailmaker, Canvas Worker	202	06 08 12 18 20 30 31 33
#6-82.720.	*Sandblaster, Ground Duty	202	31 33
#7-84.240.	*Saw Filer	202	05 06 08 12 13 15 17 18 20 24 30 31 33
4-78.061.	*Shaper Machine Operator	202	06 08 18 20
6-88.664.	*Shearing Machine Operator	202	31 33 37 44
#6-88.664.	*Shearer Sheet Metal Shop	202	12 30 31 33 37
4-80.010.	*Sheet Metal Worker Bench	202	05 06 08 12 18 20 30 31 33 37 44

Occupational Code	Title of Position Ship Building and Ship Repair	Region & Establishment	Disability Placement Code
4-80.010.	*Sheet Metal Worker Ship	202	
5-17.230.	*Shipfitter	202	05 06 08 18 20 30 31 33 37
#5-25.640.	*Shipwright	202	05 17 33
4-85.020.	*Spot Welders	202	05 17 31 33
#4-76.210.	*Tool Maker	202	06 08 18 20 31 33 37
4-78.021.	*Turret Lathe Operator	202	06 08 18 20
#4-35.720.	*Upholsterer	202	06 08 18 20 31 33 37
4-85.020.	*Welder Electric	202	05 17
4-85.030.	*Welder Oxyacetylene	202	05 17
6-85.210.	Acetylene Operator	301	33
4-86.010.	Anglesmith	301	30 33
0-03.30.	Architect	301	01 03 05 06 08 12 13 15 17 18 20 30 33 37 44
4-81.010.	Bench Molder	301	06 08 18 20
4-86.010.	Blacksmith	301	30 33
4-80.070.	Boatbuilder	301	05 17 30 31 33
4-83.100.	Boilermaker	301	30 33
5-79.010.	Brakeman	301	
6-77.060.	Buffer and Polisher	301	05 12 13 15 17 30 33
6-84.910.	Calker	301	33
5-83.951.	Calker Wood	301	
6-84.920.	Chipper	301	33
4-44.010.	Compositor	301	05 06 08 12 17 18 20 30 31 33 37
5-26.100.	Concrete Cement Worker	301	30 31 33
4-80.010.	Coppersmith	301	30
5-73.040.	Craneman	301	05 44
9-65.45.	Craneman Helper	301	05
4-91.351.	Cupola Tender	301	05 30
0-48.16.	Draftsman	301	04 05 06 08 12 13 15 17 18 20 31 33 37 44
6-78.083.	Driller	301	33
4-97.010.	Electrician	301	12 30 33
9-00.91.	Electrician Helper	301	12
4-74.010.	Electroplater	301	
5-83.921.	Elevator Mechanic	301	33
0-17.01.	Engineer Radio	301	33
7-73.010.	Engineman Hoisting and Portable	301	
7-70.070.	Fireman	301	
6-88.742.	Flange Turner	301	33
6-86.110.	Forger Drop	301	33
4-86.120.	Forger Heavy	301	33
6-86.120.	Forger Light	301	33
6-84.920	Foundry Chipper	301	
4-78.512.	Foundry Grinder	301	
4-86.010.	Frame Bender	301	33
4-91.351.	Furnaceman	301	05 12 13 15 17 33
5-85.210.	Gas Burner or Cutter	301	06 08 12 18 20 30 31 33
5-86.110.	Hammer Runner	301	06 08 12 18 20 33
9-05.51.	Helper General	301	30
6-84.410.	Holder On	301	33
5-92.422.	Inspector Construction	301	01 03 05 06 08 12 13 15 17 18 20 30 33

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Occupational Code	Title of Position Ship Building and Ship Repair	Region & Establishment	Disability Placement Code
4-97.210.	Inspector Construction Electrical	301	01 03 05 06 08 12 13 15 17 18 20 31 33
4-78.671.	Inspector Construction Mechanical	301	01 03 05 06 08 12 13 15 17 18 20 30 33
7-00.940.	Inspector Engineering Materials Elec.	301	01 03 05 06 08 12 13 15 17 18 20 30 33
4-78.671.	Inspector Engineering Materials Mech.	301	01 03 05 06 08 12 13 15 17 18 20 30 33
6-14.242.	Inspector Radio Assistant	301	33
6-14.242.	Inspector Radio Junior	301	33
4-75.130.	Instrument Maker	301	06 08 12 13 17 18 20 33
4-48.010.	Job Printer	301	06 08 18 20 33
5-25.650.	Joiner Ship	301	
5-25.650.	Joiner Shop	301	06 08 12 18 20 30 31 33 37 44
9-05.51.	Laborer Classified	301	33
4-91.651.	Ladleman	301	33
5-05.530.	Layout Man	301	
4-44.110.	Linotype Operator	301	06 08 12 18 20 30 33 37
5-17.210.	Loftsman	301	33 37 44
6-78.083.	Machine Operator Drill Press	301	06 08 12 18 20 30 33
6-86.120.	Loftsman	301	33 37 44
6-78.083.	Machine Operator Drill Press	301	06 08 12 18 20 30 33
6-86.120.	Machine Opr. Forging Machine	301	33
4-81.030.	Machine Operator Molding	301	30 33
8-78.10.	Machine Opr. Power Hack Saw	301	06 08 18 20 33
5-79.010.	Machine Operator Power Tools	301	30 33
4-75.010.	Machinist	301	
4-75.120.	Machinist	301	06 08 18 20 30 33
4-75.150.	Machinist Outside	301	33
5-24.110.	Mason Brick	301	30 31 33
5-24.210.	Mason Stone	301	30 31 33
4-91.444.	Melter Brass	301	12 13 15 17 30 33
4-91.411.	Melter Electric	301	12 13 15 17 30 33
4-33.914.	Millman	301	06 08 12 18 20 31 33
4-82.010.	Molder Core	301	33
4-33.914.	Operator Machine Wood	301	33 37 44
4-52.481.	Ordnanceman	301	05 08 18 20 30 33
9-65.45.	Packer	301	30 33
7-16.210.	Painter	301	
5-17.010.	Pattern Maker	301	05 06 08 17 18 20 30 31 33
5-33.110.	Pipe Coverer and Insulator	301	
5-30.010.	Pipefitter	301	31 33
5-29.100.	Plasterer	301	05 15 17 30 31 33
2-61.03.	Principal Guard	301	
6-88.622.	Puncher	301	33
5-88.030.	Rigger	301	33
4-84.060.	Riveter	301	33
6-84.430.	Rivet Heater	301	33
4-27.811.	Sailmaker	301	12 30
6-82.720.	Sandblaster	301	33
7-84.240.	Saw Filer	301	33
6-27.504.	Sewer	301	06 08 12 18 20 37

Occupational Code	Title of Position Ship Building and Ship Repair	Region & Establishment	Disability Placement Code
6-88.664.	Shearer	301	33
4-80.010.	Sheet Metal Worker	301	
6-94.201.	Sheet Metal Worker Helper	301	
5-17.230.	Shipfitter	301	30 33
5-17.230.	Shipfitter Helper and Trainee	301	30 33
5-26.640.	Shipwright	301	05 17 30
4-87.310.	Temperer	301	33
5-24.410.	Tile Setter	301	30 31 33
4-76.210.	Tool Maker	301	06 08 12 18 20
9-32.41.	Trackman	301	30 33
7-36.250.	Truck Driver Heavy Duty	301	
4-35.720.	Upholsterer	301	37
4-71.510.	Watch & Chronometer Repairer	301	33 37 44
4-85.020.	Welder Electric	301	33
4-85.030.	Welder Gas	301	33
9-32.41. #	Wharfbuilder	301	30 31 33
4-33.914.	*Millman	404	05 17 30 33 44
0-44.71.	*Model Makers	404	06 08 12 13 18 20 30 33 37 44
4-86.010.	Anglesmith	407	05 12 17 30 33
4-80.070.	Boatbuilder	407	30 3133
4-85.100.	*Boilermaker	407	30 31 33
5-79.010.	Brakeman	407	
5-24.110.	Bricklayer	407	05 17 24 30 31 33
5-83.951.	*Calker, Wood (boat shop)	407	
5-25.640.	Carpenter	407	30 31 33
7-93.550.	Carpenter Helper	407	30 31 33
5-25.640.	Carpenter (boat shop)	407	30 31 33
7-93.550.	Carpenter Helper (boat shop)	407	30 31 33
5-26.200.	Cement Finisher	407	30 31 33
5-26.100.	Cement Worker	407	30 31 33
4-76.010.	*Die Cutter	407	06 08 12 18 20 24 30 33 37 44
4-76.010.	*Die Sinker	407	06 08 12 18 20 24 30 33 37 44
5-89.011.	Diver	407	05 17
6-27.532.	Double Needle Operator	407	06 08 12 13 15 18 20 24 30 31 33 37 44
0-48.16.	Draftsman	407	05 06 07 08 09 12 15 17 18 19 20 22 24 30 31 33 37 44
4-97.210.	*Electrician Ship	407	05 17
4-97.220.	*Electrician Shop	407	01 03 05 12 13 15 17 30 44
5-83.921.	Elevator Mechanic	407	30 44
2-95.30.	*Elevator Opr., Inside Machine Shop	407	01 03 05 06 08 12 13 15 17 18 19 20 22 24 30 37 44
2-95.30.	*Elevator Operator, Supply Shop	407	01 03 05 06 08 12 13 15 17 18 19 20 22 24 30 37 44
0-69.45.	Engineering Draftsman Aide	407	05 06 08 12 15 17 18 20 24 30 33 37 44
0-69.45. #	Engineering Draftsman Apprentice	407	05 06 08 12 15 17 18 20 24 30 33 37 44

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Occupational Code	Title of Position Ship Building and Ship Repair	Region & Establishment	Disability Placement Code
#			
5-72.010.	Engineer Jr. Operating	407	05 12 17 24 30 44
5-72.010.	Engineer Stationary Operating	407	05 12 17 24 30 44
5-97.110.	Foreman Maintenance	407	01 03 05 12 13 15 17 24 30 37 44
4-86.010.	Framebender	407	05 12 17 30 33
6-74.110.	Galvanizer	407	05 12 24 30
3-40.04.	Gardner	407	05 12 17 24 30 31 33 37 44
6-86.110.	*Hammer Runner	407	05 12 13 15 17 24 30 37 44
7-94.200.	Helper, Navigation Instrument Maker	407	12 24 30 33 37 44
7-94.100.	*Helper Trainee, Female, Mach. Shop	407	05 12 17 18 20 24 30 33 37 44
5-25.650.	*Joiner, Supply Shop	407	05 06 08 12 17 18 20 24 30 33 44
5-27.910.	*Letterer and Grainer	407	05 12 13 15 17 30 31 33 44
5-17.210.	*Loftsman	407	05 12 17 18 20 24 30 31 33 37 44
5-24.110.	Mason, Brick	407	05 17 24 30 31 33
5-24.210.	Mason, Stone	407	05 17 24 30 31 33
7-94.100.	*Mechanic Learner (Inside Machine Shop)	407	44
7-71.010.	*Oiler	407	30 44
6-78.141.	*Operator Threading Machine	407	05 06 08 12 17 18 20 24 30 37
4-52.481.	*Ordnanceman (Supply Shop)	407	05 06 08 12 17 18 19 20 22 24 30 31 33 37 44
9-65.45.	*Packer, Supply Shop	407	30 31 33 44
7-27.010.	*Painter	407	05 12 13 15 17 30 31 33 44
5-33.110.	Pipecoverer and Insulator	407	30 33
5-30.015.	*Pipefitter, Ship	407	30
5-30.015.	*Pipefitter, Shop	407	05 17 30 33 44
5-39.100.	*Plasterer	407	05 13 15 17 30 31 33
5-30.260.	*Plumber	407	12 30 33
5-88.030.	Rigger	407	05 17
5-05.570.	Rigger Antennae	407	05 17
9-65.64.	Rigger Arsenal	407	05 17
6-84.430.	Rivet Heater	407	05 12 17 44
4-84.040.	*Riveter, Ship	407	
4-84.040.	*Riveter, Shop	407	12 33 44
7-31.200.	Roofer	407	12 13 15 17 30 33 44
4-27.811.	*Sailmaker	407	05 06 08 12 17 18 20 24 30 33 37 44
5-17.230.	*Shipfitter, Ship	407	30
5-17.230.	*Shipfitter, Shop	407	05 12 13 15 17 24 30 37 44
5-25.650.	Ship Joiner	407	30
5-25.640.	Shipwright	407	30
9-65.45.	Stevedore	407	30 33
1-38.01.	*Storekeeper	407	01 03 05 12 13 15 17 30 33 37 44
1-38.01.	*Storekeeper Assistant	407	01 03 05 12 13 15 17 30 33 37 44
1-38.01.	*Storekeeper Junior	407	01 03 05 12 13 15 17 30 33 37 44
1-38.01.	*Storekeeper Under	407	01 03 05 12 13 15 17 30 33 37 44
2-86.20.	*Sweeper	407	05 12 17 24 30 33 44
5-24.410.	*Tile Plate Setter	407	05 12 13 15 17 24 30 31 33 37 44
9-32.41.	Trackman	407	05 13 15 17 30
7-36.250.	Truck Driver	407	05 12 13 15 17 44
4-35.720.	*Upholsterer	407	05 06 08 12 17 18 20 24 30 31 33 37 44
7-54.622.	Watertender	407	05 17 30 44

#

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Occupational Code	Title of Position Ship Building and Ship Repair	Region & Establishment	Disability Placement Code
4-86.010.	Anglesmith	501	05 15 17 18 20 31 33
0-03.30.	Architect	501	01 03 05 06 08 12 13 15 17 18 20 30 31 33 37 44
4-80.070.	Boatbuilder	501	05 17 31 33
4-83.100.	Boilermaker	501	15 17 31 33
7-38.020.	Brakeman	501	05 17
5-83.951.	Calker Wood	501	05 17 30 31 33
5-25.640.	Carpenter Ship	501	05 17 30 31 33
5-26.100.	Cement Finisher	501	05 17 30 31 33 44
9-32.45.	Cement Worker	501	05 17 31 33
6-84.920.	Chipper and Calker	501	05 17 31 33
4-80.010.	Coppersmith	501	05 17 18 20 30 31 33
6-94.201.	Coppersmith Helper	501	05 17 18 20 30 31 33
5-73.060.	Craneman	501	05 06 08 17 18 20 44
5-73.040.	Craneman Electric	501	05 06 08 17 18 20 33 44
5-73.020.	Craneman Electric Hammerhead Type	501	05 06 08 17 18 20 33 44
4-91.351.	Cupola Tender	501	05 17 30 31 33
5-89.011.	Diver	501	05 17
6-78.083.	Driller	501	05 06 08 17 18 20 31 33
7-75.710.	Driller Pneumatic	501	05 17 30 31 33
5-53.950.	Electrician Cable Splicer	501	05 17 30 31 33 44
4-74.010.	Electroplater	501	05 06 08 17 18 20 31 33
0-88.24	Engineer Marine	501	05 17
5-72.210.	Engineman Diesel	501	05 06 08 17 18 20 30 31 33
5-72.010.	Engineman Steam	501	05 17 30 31 33
6-88.742.	Flange Turner	501	05 17 31 33
5-94.160.	Foreman Dredger Section Pipeline	501	05 17 30
6-86.110.	Forger Drop	501	05 17 31 33
4-86.120.	Forger Heavy	501	05 17 31 33
6-86.120.	Forger Light	501	05 17 31 33
6-82.910.	Foundry Chipper	501	05 17 31 33
4-86.010.	Frame Bender	501	05 17 30 31 33
4-91.441.	Furnaceman	501	05 17 31 33
6-74.110.	Galvanizer	501	05 06 08 17 18 20 31 33
6-85.210.	Gas Cutter or Burner	501	05 17 31 33
6-86.110.	Hammer Runner	501	05 06 08 12 17 18 20 31 33
9-65.64.	Handyman	501	05 17 30 33
4-87.010.	Heat Treater	501	05 17 31 33
9-32.01.	Hod Carrier	501	05 17 33
6-84.410.	Holder On	501	05 17 30 31 33
4-75.130.	Instrument Maker	501	05 06 08 12 17 18 20 24 30 31 33
4-44.010.	Job Printer	501	06 08 18 20 24 30 33 44
5-25.650.	Joiner	501	05 17 30 31 33
0-03.30.	Junior Architect	501	01 03 05 06 08 12 13 15 17 18 20 30 31 33 37 44
5-17.210.	Loftsman	501	05 17 30 31 33
4-75.010.	Machinist Armament	501	05 17 30 31 33
0-88.24.	Marine Engineman	501	05 17 30 33
7-70.210.	Marine Fireman	501	05 17 30 31 33
5-24.010.	Mason Brick or Stone	501	05 17 33
4-91.411.	Melter Electric	501	05 17 31 33

Occupational Code	Title of Position Ship Building and Ship Repair	Region & Establishment	Disability Placement Code
4-91.444.	Melter Open Hearth	501	05 17 31 33
4-33.914.	Millman	501	05 06 08 18 20 30 31 33
4-81.010.	Molder	501	05 06 08 18 20 30 31 33
6-56.010.	Operator Gas Plant	501	05 06 08 18 20 30 31 33
6-88.627.	Operator Special Machine	501	05 06 08 18 20 44
7-08.032.	Optical Parts Inspector	501	05 06 08 18 20 24 31 33 37 44
4-52.481.	Ordnanceman	501	05 17 30 31 33 44
9-65.45.	Packer	501	05 17 30 31 33
5-17.010.	Patternmaker	501	05 06 08 18 20 30 31 33 37 44
5-33.110.	Pipe Coverer and Insulator	501	05 17 31 33
5-30.010.	Pipefitter	501	05 17 31 33
5-29.100.	Plasterer	501	05 17 31 33
7-57.511.	Press Operator	501	06 08 18 20 30 31 33
6-88.622.	Puncher	501	06 08 18 20 30 33
0-97.51.	Quarterman Joiner	501	30 33 44
7-32.251.	Reinforced Steel Worker	501	33
8-78.10..	Rigger	501	
6-84.620.	Riveter	501	33
6-84.430.	Rivet Heater	501	33
7-31.200.	Roofer	501	30 33 44
4-27.811.	Sailmaker	501	06 08 12 18 20 24 30 31 33 37 44
6-82.720.	Sandblaster	501	31 33
5-83.941.	Sr. Gen. Mech. Refrigeration	501	24 30 31 33 44
6-27.504.	Sewer	501	05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
6-88.664.	Shearer	501	06 08 18 20 30 33
4-80.010.	Sheetmetal Worker	501	06 08 18 20 30 31 33 37
5-25.640.	Shipwright	501	33
5-24.410.	Tile and Plate Setter	501	30 33
4-76.210.	Toolmaker	501	06 08 12 18 20 24 31 33 37 44
9-32.41.	Trackman	501	
7-54.622.	Water Tender	501	12 13 15 17 24 30 33 44
4-85.020.	Welder Electric	501	31 33
4-85.030.	Welder Gas	501	31 33
#			
6-85.210.	Acetylene-Burner Machine	802	12 13 15 24 30 31 33 37 44
7-72.580.	*Air-Compressor Operator	802	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
6-85.020.	Arc Welder Erect	802	05 13 15 17 30 31 33
6-85.020.	*Arc Welder Flat	802	05 13 15 17 30 31 33 37
1-03.03.	*Asst. Inspector Naval	802	30
4-86.010.	Blacksmith	802	05 06 08 12 17 18 20 30 31 33
6-85.210.	*Burner Acetylene	802	05 17 30 31 33 37
0-01.60.	Checker, Labor Material (Auditor)	802	03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
1-03.02.	Checker Steel	802	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
6-84.920.	*Chipper	802	31 33
5-73.050.	*Crane Operator	802	05 12 17 24 33 44
0-48.16.	Draftsman Engineering Aide	802	05 06 08 12 17 18 20 24 30 33 37 44.

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Occupational Code	Title of Position Ship Building and Ship Repair	Region & Establishment	Disability Placement Code
0-48.16.	Draftsman Engineering (Ship)	802	05 06 08 12 17 18 20 24 31 33 37 44
4-78.513.	*Grinder (Compressed Air)	802	31 33 37
2-61.03.	*Guard	802	01 03 05 13 15 17 44
2-61.03.	*Guard (Tower Watchman)	802	01 03 05 06 08 12 13 15 17 18 20 24 30 33 37 44
5-05.511.	*Hull Inspector	802	30 31 33 37
5-05.530.	Lay-out Man	802	30 33 44
8-94.21.	Lay-out Man (Helper)	802	30 33 44
5-17.210.	Loftsman	802	33 37 44
6-86.120.	*Plate Bender	802	30 31 33 44
8-93.71.	*Plate Bender Helper	802	33
7-36.510.	*Rail Truck Opr. (Diesel Powered)	802	37
1-49.93.	*Recorder of Welding Records	802	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
8-78.10.	*Rigger	802	31 33 44
5-88.020.	Rigger (Director of Crane Opr.)	802	05 17 33
4-85.010.	*Sr. Welding Inspector	802	01 03 05 13 15 17 30 33 44
5-17.230.	Ship Fitter	802	30 33 37 44
5-17.230.	Ship Fitter Helper	802	30 33 37 44
7-99.040.	Student Welder	802	05 17 30 31 33
4-86.630.	*Template Maker, Wooden Patterns	802	05 17 37 44
0-32.30.	*Test Welder Examiner	802	05 06 08 18 20 30
1-26.03.	Timekeeper	802	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
0-48.31.	Tracer, Draftsman Office	802	05 06 08 12 17 18 20 24 30 33 37 44
4-85.020.	*Welder, Arc, Erect and Flat	802	05 13 15 17 30 31 33
0-32.30.	*Welding Instructor	802	05 06 08 18 20 30 33 37
4-85.010.	Welding Supervisor	802	05 13 15 17 31 33 37 44

Occupational Code	Title of Position Ship Building and Ship Repair	Region & Establishment	Disability Placement Code
4-52.481.	*Ordnance Man	X01	12 30 37 44
9-65.45.	*Packer	X01	06 08 12 13 15 17 18 20
7-16.210.	*Paint Sprayman	X01	06 08 12 13 17 18 20 24 33 37
7-27.010.	*Painter	X01	06 08 12 13 17 18 20 24 37
5-17.010.	*Patternmaker	X01	06 08 12 13 17 18 20 24
5-33.110.	*Pipecover and Insulator	X01	06 08 12 18 20 30 37
5-30.010.	*Pipefitter	X01	06 08 12 13 17 18 20 30
5-17.020.	*Plannerman (Patternmaker)	X01	06 08 12 13 15 17 18 20 24 30
5-29.100.	*Plasterer	X01	12 30
7-57.511.	*Presser Finish	X01	12 13 17 24 30 37 44
7-57.511.	*Press Operator	X01	12 13 17 24 30 33 37 44
6-88.622.	Puncher	X01	06 08 12 13 17 18 20 24 30
5-83.411.	Radioman Mechanic	X01	06 08 12 13 15 17 18 20 24 30 37 44
#5-88.030.	Rigger	X01	30
5-05.750.	*Rigger Antennae	X01	33 44
#5-05.570.	*Rigger Ship	X01	30
4-84.060.	Riveter	X01	12 30
6-84.430.	*Rivet Heater	X01	06 08 12 13 15 17 18 20 24 30 33 37 44
4-27.811.	*Sailmaker	X01	06 08 18 20 24 30 31 33 37 44
6-82.720.	*Sandblaster Shotblaster Ground	X01	05 06 08 12 17 18 20 31 33
7-84.240.	Saw Filer	X01	06 08 12 13 17 18 20 37 44
4-25.020.	Seamstress	X01	06 08 12 18 20 30 31 33 37 44
6-27.504.	*Sewer	X01	06 08 18 20 30 37
6-88.664.	Shearer	X01	06 08 12 13 17 18 20 24 30
5-17.230.	*Shipfitter	X01	12
5-25.640.	*Shipwright	X01	12 13 17 30
1-38.01.	*Stockman Storekeeper	X01	01 03 05 06 08 12 13 15 17 18 20 30 37 44
4-87.310.	Temperer	X01	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
5-24.410.	*Tile & Plate Setter	X01	12 13 17 30 33
4-80.010.	Tinner Wiper Copper Pipes	X01	06 08 12 13 17 18 20 24 30
4-76.210.	Tool Maker	X01	12 13 17 37 44
4-35.720.	*Upholsterer	X01	12 30 31 33 37 44
4-71.510.	*Watch & Chronometer Repairer	X01	06 08 12 18 20 24 31 33 37 44
2-61.03.	Watchman Guard Policeman	X01	01 03 05 12 13 17 24 30 44
4-85.020.	*Welder Electric	X01	05 17 33
4-85.030.	Welder Gas	X01	06 08 12 13 17 18 20 37
5-83.951.	*Wood Calker	X01	12 13 17 30 31 33 37
0-03.30.	Architect Naval	R01	
7-89.051.	*Cable Splicer Rigging Loft	R01	06 08 12 18 20 30 31 33 37 44
5-25.650.	Carpenter Ship Joiner	R01	05 15 17 30 31 33
1-03.02.	Checker	R01	01 03 05 06 08 12 13 15 17 18 20 30 31 33 37 44
1-01.41.	Checker Inventory	R01	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
9-47.20.	*Class. Laborer Dock Sea.	R01	05 15 17 18 20 30

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Occupational Code	Title of Position Ship Building and Ship Repair	Region & Establishment	Disability Placement Code
7-73.010.	Crane & Lift Truck Operator	R01	05 17
9-48.10.	*Deckhand	R01	05 15 17
0-48.16.	*Draftsman Marine Inside	R01	01 03 05 06 08 12 13 15 17 18 20 24 30 31 33 37 44
0-48.16.	*Draftsman Marine Outside	R01	
4-97.210.	Electrician Ship Repair	R01	30 31 33
2-25.110.	Foreman Carpenter Ship Repair	R01	
4-97.420.	Foreman Electrical Install.	R01	05 13 15 17 44
5-95.060.	*Foreman Pier	R01	37 44
6-85.210.	*Gas Cutter or Burner	R01	05 15 17 31 33
9-64.75.	Inspector Cement	R01	37 44
5-25.650.	*Joiner Ship	R01	31 33 44
0-03.30.	*Jr. Architect Ship Repair	R01	
4-75.010.	Machinist Production	R01	05 06 08 12 15 17 18 20 30 31 33 37 44
0-88.24.	*Marine Engineman	R01	05 15 17
7-70.210.	*Marine Fireman	R01	05 15 17 30
7-71.110.	*Oiler Marine	R01	05 17
9-64.38.	*Packer	R01	05 17 30 31 33
7-27.110.	Painter	R01	05 17 33
5-30.010.	Pipe Fitter	R01	05 17
7-73.010.	Senior Crane & Lift Truck Opr.	R01	05 17
4-80.010.	Sheet Metal Worker	R01	05 17
9-05.51.	Shipfitter Helper	R01	05 17
4-85.020.	*Welder Electric	R01	05 17 33
4-85.030.	*Welder Gas Burner	R01	05 17 33
4-80.070.	Boatbuilder	R03	30 31 33
7-38.020.	*Brakeman	R03	
6-84.920.	*Calker and Chipper Iron	R03	05 15 17 30 31 33
5-83.951.	Calker, Wood	R03	30 31 33
4-44.010.	Compositor	R03	05 06 08 12 15 17 18 20 30 31 33 37 44
4-80.010.	*Coppersmith	R03	05 06 08 12 15 17 18 20 30 31 33 44
4-82.010.	Coremaker	R03	05 06 08 12 15 17 18 20 30 31 33
4-91.351.	Cupola Tender	R03	30 31 33
6-86.110.	*Drop Forger Heavy	R03	05 06 08 12 15 17 18 20 31 33
6-86.110.	*Drop Forger Light	R03	05 06 08 12 15 17 18 20 31 33
5-83.411.	Electrician Radio	R03	05 15 17 30
6-88.742.	*Flange Turner	R03	06 08 18 20 30 31 33
5-95.320.	Foreman Power Plant	R03	05 15 17 44
6-82.910.	Foundry Chipper	R03	06 08 12 18 20 30 31 33
4-86.010.	Frame Bender	R03	30 31 33
4-91.571.	Furnaceman	R03	05 12 15 17 31 33
6-74.110.	Galvanizer	R03	30 31 33
7-98.010.	Helper Job Printer	R03	06 08 12 18 20 30 44
6-84.410.	Holder On	R03	33
4-44.010.	Job Printer	R03	06 08 12 18 20 30 31 33 44
6-91.612.	Ladleman	R03	30 31 33
5-27.910.	Letterer and Grainer	R03	05 06 08 12 15 17 18 20 30 31 33 44

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Occupational Code	Title of Position Ship Building and Ship Repair	Region & Establishment	Disability Placement Code
5-17.210.	Loftsman	R03	05 12 15 17 30 31 33
4-78.031.	*Machine Operator	R03	05 06 08 12 15 17 18 20 30 31 33 44
4-75.010.	Machinist Maintenance	R03	05 15 17 30 31 33
4-75.150.	Machinist Outside	R03	05 15 17 30 31 33
4-81.030.	Molder Foundryman	R03	30 31 33
4-52.481.	*Ordnanceman	R03	03 05 15 17 30 31 33 44
5-17.020.	*Patternmaker Wood	R03	05 06 08 12 15 17 18 20 31 33
5-33.110.	Pipecoverer	R03	05 17 30 31 33
5-88.110.	*Pipecoverer and Insulator	R03	06 08 18 20 30 31 33
6-88.621.	*Puncher and Shearer	R03	05 06 08 12 15 17 18 20 31 33 44
6-84.430.	Rivet Heater	R03	05 06 08 12 15 17 18 20 33
6-84.060.	Riveter	R03	05 17 33
4-27.811.	Sailmaker	R03	05 06 08 12 15 17 18 20 30 31 33 37 44
5-25.640.	Shipwright	R03	05 12 15 17 30 31 33
5-24.410.	*Tile Plate Setter	R03	05 17 30 31 33
9-32.41.	Trackman	R03	05 15 17 18 20 30 44
4-71.510.	*Watch & Chronometer Repairer	R03	03 05 06 07 08 09 12 15 17 18 19 20 22 24 30 31 33 37 44
7-72.580.	Compressor Operator	R04	05 17 18 20 30
5-73.040.	*Crane Operator	R04	05 17
7-70.040.	Fireman Power Plant Oil Fired	R04	05 15 17
6-86.110.	Hammer Runner	R04	05 15 17 30 31 33 44
9-65.45.	Hook Tender	R04	05 15 17
9-05.51.	Laborer Unclassified	R04	05 12 13 15 17 30 31 33 44
7-72.510.	Pump and Compressor Operator	R04	05 17 18 20 30
9-65.45.	Ship Scaler	R04	05 15 17 30 31 33
#5-05.511.	*Inspector of Hulls and Machinery	R16	03 05 06 08 12 13 15 17 18 20 30 31 33 37

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PART II

POSITIONS SUITABLE FOR PERSONS WITH ORTHOPEDIC HANDICAPS

Of the orthopedic crippling conditions, only the permanent or static deformities should be considered in connection with placement. Acute, sub-acute or chronic disease processes of the bone peripheral vessels and muscles causing orthopedic deformities or disability are not suitable for judicious initial placement in view of the possibility of the exacerbation involving one or more additional organs or members of the body, which may place additional physical limitation on the employee not anticipated in his vocational training (i. e., the disease itself, apart from the resulting deformity, also may impose additional physical limitations on the employee's activity).

Atrophies and deformities due to poliomyelitis and amputations due to accidents are common. These may be classed for all practical purposes as being static or permanent physical handicaps, and persons with such defects are the most suitable of the orthopedic class for judicious placement in government industry. In the placement of the physically handicapped of the orthopedic group, it is important that complete medical reports be obtained. When necessary, depending on the nature of the handicap, special reports from orthopedic specialists should be requested. Extra-occupational hazards must be considered in placement. For example, there are a number of positions in government establishments in which persons with orthopedic defects could be placed; however, the surroundings, apart from the immediate environment to which such persons must carry on their duties, are hazardous. This will necessitate placement in shops with less hazardous environment, away from yard locomotives, trucks, moving cranes, and other machinery. As a general rule, machine shop work is particularly suitable for persons with orthopedic handicaps.

Arm and hand disabilities will be found to offer more serious placement problems than defects of the lower extremities, except when the functional factors of the job are changed to meet the impairment by job sub-division. It is expected, however, that improvement in orthopedic appliances devised for the arm and hand disabilities will go far in making the placement picture for persons with such disabilities more favorable. It has been found that the range of suitability for such persons in governmental industrial employment can be determined only by a strict correlation of the extent of the impairment with a careful analysis of all functional factors of the arms or hands involved in the performance of duties of the position in question. If the functional factors indicate that only one good arm or one good hand is necessary, no particular attention should be given to the efficiency of the orthopedic appliance of the defective member. The functional processes of numerous

Positions Suitable for Persons with Amputation of One Arm (01)

Title of Position	Region & Establishment
#	
Electrician Shop	407
Elevator Operator, Inside Machine Shop	407
Elevator Operator, Supply Shop	407
Foreman Maintenance	407
Storekeeper	407
Storekeeper Assistant	407
Storekeeper Junior	407
Storekeeper Under	407
#	

Title of Position	Region & Establishment
#	
Inspector, Light Duty	706
Inspector, Light Duty	707
Inspector, Light Duty	708
Inspector, Light Duty	709
Air-Compressor Operator	802
Checker, Steel	802
Guard	802
Guard (Tower Watchman)	802
Recorder of Welding Records	802
Sr. Welding Inspector	802
Timekeeper	802
#	

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Positions Suitable for Persons with Amputation of One Hand (03)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
#			
Electrician Shop	407		
Elevator Operator, Inside Machine Shop	407		
Elevator Operator, Supply Shop	407		
Storekeeper	407		
Storekeeper Assistant	407	#	
Storekeeper Junior	407	Inspector, Light Duty	706
Storekeeper Under	407		
#		Inspector, Light Duty	707
		Inspector, Light Duty	708
		Inspector, Light Duty	709
		Air-Compressor Operator	802
		Checker, Labor Material(Auditor)	802
		Checker, Steel	802
		Guard	802
		Guard (Tower Watchman)	802
		Recorder of Welding Records	802
		Sr. Welding Operator	802
		Timekeeper	802
		#	

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Positions Suitable for Persons with Amputation of One Hand (03)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Extractor Laundry	X01	#Inspector of Hulls & Machinery	R16
Foreman Pier	X01		
Foreman Pipefitter	X01		
Gate Tender	X01		
Inspector Asst. Concrete	X01		
Inspector Cement	X01		
Laundryman Washer	X01		
Lead Burner	X01		
Machine Operator	X01		
Stockman Storekeeper	X01		
Temperer	X01		
Watchman Guard Policeman	X01		
Chainman	X02		
Engineer Structural	X02		
Rodman	X02		
Storekeeper	X02		
Storekeeper Supply	X02		
Storekeeper Technical Aviation	X02		
Surveyor Chief of Party	X02		
Surveyor Instrument Man	X02		
Garageman	R01		
Aircraft Instrument Mechanic	R02		
Inspector Naval Aviation Stores	R02		
#Ordnanceman	R03		
#Watch & Chronometer Repairer	R03		
Leather Worker	R07		
Munition Worker Female	R09		
#Inspector Army Ordnance Material	R11		
#Inspector of Ordnance Materials	R13		
#Inspector of Ordnance Material	R14		
#Engineman, Diesel Electric	R15		
#Fireman Stationary Steam Boiler	R15		
#Ordnanceman	R15		

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Positions Suitable for Persons with Amputation of Fingers (05)

Title of Position	Region & Establishment
Carpenter Building Trades	101
Cement Finisher Building Trades	101
Craneman Shop	101
General Helper	101
Laborer	101
Machinist Inside	101
Mason Building Trades	101
Roofer Building Trades	101
Sheetmetal Worker Building Trades	101
Tool Maker	101
Trackman Building Trades	101
Ordnance Man	102
Clothing Examiner	201
Patternmaker Clothing	201
Press Operator Clothing	201
Presser Hand	201
Spreader Clothing Worker	201
Bending Machine Operator	202
Boatbuilder	202
Bumping Machine Operator	202
Core Maker	202
Craneman	202
Drill Press Operator Shop	202
Driller Shop	202
Layout Men	202
Metal Cutters	202
Milling Machine Operator	202
Pattern Maker	202
Planer Machine Operator	202
Punch Machine Operator	202
Sheet Metal Worker Bench	202
Shipfitter	202
Spot Welders	202
Welder Electric	202
Welder Oxyacetylene	202
Architect	301
Boatbuilder	301
Buffer and Polisher	301
Compositor	301
Craneman	301
Craneman Helper	301
Cupola Tender	301
Draftsman	301
Furnaceman	301
Inspector Construction	301
Inspector Construction Electrical	301
Inspector Construction Mech.	301
Inspector Engineering Mat. Elect.	301
Inspector Engineering Mat. Mech.	301
Pattern Maker	301
Plasterer	301
Shipwright	301
Electrician Aircraft Radio	302
Electrician Aircraft Radio Helper	302
Crane Groundsman	303
Draftsman Apprentice	303
Draftsman Assistant	303
Draftsman Principal	303
Furnaceman	303
Grinder Cylindrical	303
Grinder Disk	303
Grinder Internal	303
Grinder Surface	303
Instrument Maker	303
Instrument Maker Helper	303
Instrument Maker Junior	303
Photographer	303
Photographer Helper	303
Plumber	303
Tool Hardener	303
Cloth Sponger	304
Examiner Knitted & Woven Articles	304
Inspector of Clothing	304
Inspectors Trainee	304
Blacksmith Apprentice Heavy Fires	401
Blacksmiths Apprentice Other Fire	401
Blacksmith Heavy Fires	401
Blacksmith Other Fires	401
Boilermakers Helper	401
Box Maker	401
Cartridge Case Maker Annealing	401
Cartridge Case Maker Large Hydraulic Press	401
Cartridge Case Maker Shaper Hydraulic Press	401
Cartridge Case Maker Turret Drill	401

Positions Suitable for Persons with Amputation of Fingers (05)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
#			
Anglesmith	202		
Benchman	202		
Bench Worker	202		
Bending-Roll Operator	202		
Cupola Tender	202		
Foundry Chipper	202		
Frame Bender	202		
Furnaceman Foundry	202		
Hydroblaster, Foundry	202		
Painter, Ship	202		
Painter, Shop	202		
Pipe Coverer and Insulator, Ship	202		
Pipe Coverer and Insulator, Shop	202		
Press-cutting Machine Operator	202		
Saw Filer	202		
Shipwright	202		
Apprentice, Mechanical Trades	203		
Classified Laborer	203		
Flare Parachute Assembler	203		
Munitions Handler	203		
Operator Automatic Screw Machine	203		
Operator Drill Press	203		
Operator Punch Press Machine	203		
Operator Reaming Machine	203		
Operator Spring Making-Machine	203		
Operator Thread Presses	203		
Operator Turret Lathe	203		
Pickling Operator	203		
Pressman Operator Explosive Handler	203		
Sheetmetal Worker	203		
Tetryl Blender Operator	203		
Tetryl Dissolver Operator	203		
Explosive Handler			
Threading Machine Operator	203		
Welder, Electric	203		
Welder, Oxyacetylene	203		
#			

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Positions Suitable for Persons with Amputation of Fingers (05)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Electrician Chief	401	Gas Cutter or Burner	501
Electrician Leadingman	401	Hammer Runner	501
Electrician Quarterman	401	Handyman	501
Flange Turner	401	Heat Treater	501
Helper Machinist	401	Hod Carrier	501
Joiner	401	Holder On	501
Machine Operator Boring Mill	401	Instrument Maker	501
Machine Operator Drill Press	401	Joiner	501
Machinist Apprentice	401	Junior Architect	501
Machinist Assembly	401	Loftsman	501
Machinist Production & Maintenance	401	Machinist Armament	501
Master Mechanic	401	Marine Engineman	501
Metal Roller & Helper	401	Marine Fireman	501
Ordnance Worker Female Cart. Case S	401	Mason Brick or Stone	501
Patternmaker Apprentice	401	Melter Electric	501
		Melter Open Hearth	501
		Millman	501
		Molder	501
Anglesmith	501	Operator Gas Plant	501
Architect	501	Operator Special Machine	501
Boatbuilder	501	Optical Parts Inspector	501
Brakeman	501	Ordnanceman	501
Calker Wood	501	Packer	501
Carpenter Ship	501	Patternmaker	501
Cement Finisher	501	Pipe Coverer and Insulator	501
Cement Worker	501	Pipefitter	501
Chipper and Calker	501	Plasterer	501
Coppersmith	501	Sewer	501
Coppersmith Helper	501		
Craneman	501	Blacksmith	502
Craneman Electric	501	Carpenter	502
Craneman Electric Hammerhead Type	501	Carpenter Foreman	502
Cupola Tender	501	Checker Under	502
Diver	501	Draftsman	502
Driller	501	Electrician	502
Driller Pneumatic	501	Electrician Senior	502
Electrician Cable Splicer	501	Fireman Stationary Boiler	502
Electroplater	501	Instrument Repairman	502
Engineer Marine	501	Laborer Classified	502
Engineman Diesel	501	Machine Operator	502
Engineman Steam	501	Machinist	502
Flange Turner	501	Operator Machine	502
Foreman Dredger Suction Pipeline	501	Operator Sewing Machine Power	502
Forger Drop	501	Optical Instrument Assembler	502
Forger Heavy	501	Optical Instrument Finisher	502
Forger Light	501	Optical Parts Inspector	502
Foundry Chipper	501	Painter	502
Frame Bender	501		
Furnaceman	501		
Galvanizer	501		

Positions Suitable for Persons with Amputation of Fingers (05)

Title of Position	Region & Establishment
#	
Toxic Gas Handler	403
Millman	404
Chauffer	405
Laboratory Mechanic	405
Laboratory Mechanic Assistant	405
Laboratory Mechanic Junior	405
Laboratory Mechanic Under	405
Painter, Finish & Insignia	406
Ribstitcher	406
Anglesmith	407
Bricklayer	407
Diver	407
Draftsman	407
Electrician Ship	407
Electrician Shop	407
Elevator Operator, Inside Machine Shop	407
Elevator Operator, Supply Shop	407
Engineering Draftsman Aide	407
Engineering Draftsman Apprentice	407
Engineering Draftsman Chief	407
Engineer Jr. Operating	407
Engineer Stationary Operating	407
Foreman Maintenance	407
Framebender	407
Galvanizer	407
Gardner	407
Hammer Runner	407
Helper Trainee, Female, Machine Shop	407
Joiner, Supply Shop	407
Letterer and Grainer	407
Loftsman	407
Mason, Brick	407
Mason, Stone	407
Operator Threading Machine	407
Ordnanceman (Supply Shop)	407
Painter	407
Pipefitter, Shop	407
Plasterer	407
Rigger	407
Rigger Antennae	407
Rigger Arsenal	407
Rivet Heater	407
#	
Sailmaker	407
Shipfitter, Shop	407
Storekeeper	407
Storekeeper Assistant	407
Storekeeper Junior	407
Storekeeper Under	407
Sweeper	407
Tile Plate Setter	407
Trackman	407
Truck Driver	407
Upholsterer	407
Watertender	407
#	

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Positions Suitable for Persons with Amputation of Fingers (05)

Title of Position	Region & Establishment
Aircraft Maintenance Super Jr. & Asst.	601
Aircraft Painter Series	601
Chief of Plant Production	601
Clerk Jr. Property and Supply	601
Foreman Carpenter Shop	601
Foreman General Mechanic	601
Foreman Leather and Canvas Workers	601
Operator Locomotive Crane	601
Carpenter Shop	603
Driver Truck Heavy Duty	603
Engineman Derrickboat	603
Operator Jack Hammer	603
Checker Clerical	604
Checker Clerical Junior	604
Checker Clerical Under	604
Checker Heavy Duty	604
Checker Heavy Duty Jr.	604
Checker Heavy Duty Under	604
Examiner Clothing	604
Foreman Packer	604
Inspector Levee and Embankment	604
Inspector Miscellaneous Supplies	604
Inspector Stoves and Ranges	604
Inspector Wood Products	604
Truck Dispatcher	604
Draftsman Under Engineering	605
Engineman Steam Electric	605
Mechanic Auto	605
Drill Runner	606
Drill Runner Helper	606
Buffer	607
Mechanics Helper General	607
Overseer Plant Electroplating	607
Polisher	607
Foreman General	608
Inspector Engineering Materials Mech.	610
Inspector of Engineering	610
Inspector Powder and Explosives	613
Operator Junior Coal Unloader	617
Adjuster Belt	701
Asst. Production Estimator	701
Asst. Production Follow Up Man	701
Asst. Production Route Sheet Writer	701
Boss Gang Mechanical Trades	701
Foreman and Asst. Department	701
Foreman and Asst. Experimental	701
Foreman and Asst. Planning	701
Foreman Artillery Maintenance	701
Foreman Assembly Recuperator	701
Foreman Assistant General	701
Foreman Blueprint	701
Foreman Construction & Maint.	701
Foreman Pattern	701
Girl Shop	701
Keeper Material	701
Operator Air Compressor	701
Operator Elevator	701
Operator Water Filter	701
Truck Driver Heavy Duty	701
Foreman Footwear	702
Foreman Textiles	702
Carpenter Helper	703
Chief Mechanic Foreman	703
Fuel Overseer	703
Labor Foreman	703
Sanitary Engineer	703
Sheetmetal Foreman	703
Elevator Operator	704
Assistant Clerk	801
Checkers	801
Storekeeper	801
Sub Inspector Ordnance Material	801
Timekeeper	801
Automobile Operator Chauffer	901
Checker Ordnance Material Explo.	903
Chemist Powder and Explosives	903

Positions Suitable for Persons with Amputation of Fingers (05)

Title of Position	Region & Establishment
Inspector Ordnance Material Asst.	905
Inspector Ordnance Material Junior	905
Inspector Ordnance Material Minor	905
Foreman Construction	907
Inspector Grouting	907
Oiler Drag Line and Shovel	907
Operator Bulldozer	907
Operator Bulldozer Diesel	907
Operator Compressor	907
Operator Concrete Mixer	907
Operator Derrick	907
Operator Dragline Helper	907
Operator Dragline and Shovel	907
Operator Power Shovel Northwest	907
Operator Power Shovel Lima	907
Operator Pump Diesel	907
Operator Pump Gasoline	907
Operator Stone Finish	907
Operator Tractor Carry All Attachment	907
Powderman	907
Supervisory Quarry	907
Canvas Maker	X01
Cement Finisher	X01
Cement Worker	X01
Classified Laborer	X01
Classified Laborer in Patternmaker	X01
Extractor Laundry	X01
Foreman Pipefitter	X01
Furnaceman Heater	X01
Gas Plant Operator	X01
Gate Tender	X01
Inspector Assistant Concrete	X01
Inspector Cement	X01
Laundryman Washer	X01
Lead Burner	X01
Machine Operator	X01
Operator Sewing Machine	X01
Sandblaster Shotblaster Ground	X01
Stockman Storekeeper	X01
Temperer	X01
Watchman Guard Policeman	X01
Architect	X02
Chainman	X02
Engineer Electrical	X02
Engineer Structural	X02
Rodman	X02
Storekeeper	X02
Storekeeper Supply	X02
Storekeeper Technical Aviation	X02
Surveyor Chief of Party	X02
Surveyor Instrument Man	X02
Automotive Mechanic	R01
Carpenter Ship Joiner	R01
Checker	R01
Checker Inventory	R01
Classified Laborer Dock Seaman	R01
Crane and Lift Truck Operator	R01
Deckhand	R01
Draftsman Marine Inside	R01
Foreman Electrical Installations	R01
Foreman Pier	R01
Garageman	R01
Gas Cutter or Burner	R01
Machinist Production	R01
Marine Engineman	R01
Marine Fireman	R01
Packer	R01
Painter	R01
Pipe Fitter	R01
Senior Crane & Lift Truck Oper.	R01
Sheet Metal Worker	R01
Shipfitter Helper	R01
Welder Electric	R01
Welder Gas Burner	R01
Aircraft Instrument Mechanic	R02
Aircraft Mechanic General	R02
Asst. Storekeeper	R02
Die Machine Operator	R02
Double Needle Operator	R02
Grinder Operator	R02
Helper Sandblast Machine Operator	R02
Inspector Naval Aviation Stores	R02
Junior Storekeeper	R02
#Laborer (Sorting bolts, nuts and screws)	R02
Metal Sprayer	R02
Metalsmith Aviation	R02
Painter Aircraft Finish & Insig.	R02
Parachute Repairman	R02
Patternmaker Plaster	R02
Principal Storekeeper	R02

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Positions Suitable for Persons with Amputation of Fingers (05)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Radio Repairman	R02	Saw Filer	R05
Sandblaster	R02		
Senior Safety Inspector	R02	Inspector of Ordnance	R06
Sewer	R02		
Temperer	R02	Aircraft Armament Mechanic	R07
Toolmaker	R02	Plastic Molder Plexiglass	R07
Upholsterer	R02	Leather Worker	R07
Wireworker Aviation	R02		
		Diamond Drill Operator	R08
Calker and Chipper Iron	R03		
Compositor	R03	Helper Instrument Maker	R09
Coppersmith	R03	Munition Worker Female	R09
Coremaker	R03		
Drop Forger Heavy	R03	Rigger Antennae	R10
Drop Forger Light	R03	#	
Electrician Radio	R03	Inspector Army Ordnance Mat.	R11
Foreman Power Plant	R03		
Furnaceman	R03	Inspector of Ordnance Materials	R13
Letterer and Grainer	R03		
Loftsman	R03	Inspector of Ordnance Material	R14
Machine Operator	R03		
Machinist Maintenance	R03	Engineman, Diesel, Electric	R15
Machinist Outside	R03	Fireman Stationary Steam Boiler	R15
#Ordnanceman	R03	Motor Grader Operator	R15
Patternmaker Wood	R03	Ordnanceman	R15
Pipecoverer	R03		
Puncher and Shearer	R03	Inspector of Hulls & Machinery	R16
Rivet Heater	R03	#	
Riveter	R03		
Sailmaker	R03		
Shipwright	R03		
Tile Plate Setter	R03		
Trackman	R03		
#Watch & Chronometer Repairer	R03		
Compressor Operator	R04		
Crane Operator	R04		
Fireman Power Plant Oil Fired	R04		
Hammer Runner	R04		
Hook Tender	R04		
Laborer Unclassified	R04		
Pump and Compressor Operator	R04		
Ship Scaler	R04		
Dragline Operator	R05		
Foreman Maint.Shop Gen.Construction	R05		
Painter Automobile	R05		
Roofer			

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Positions Suitable for Persons with Amputation of One Leg (06)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Craneman Shop	101	Metal Cutters	202
Gas Cutter and Burner Shop	101	Milling Machine Operator	202
Machinist Inside	101	Pattern Maker	202
Mill Man	101	Planer Machine Operator	202
Puncher	101	Punch Machine Operator	202
Rope Maker	101	Shaper Machine Operator	202
Sailmaker Shop	101	Sheet Metal Worker Bench	202
Shearer	101	Shipfitter	202
Sheetmetal Worker Shop	101	Turret Lathe Operator	202
Tool Maker	101		
Welder Electric Shop	101		
Welder Gas Shop	101		
		Architect	301
Ordnance Man	102	Bench Molder	301
		Compositor	301
		Draftsman	301
		Foreman Fire and Police	301
Baster	201	Gas Burner or Cutter	301
Buttonhole Maker Hand	201	Hammer Runner	301
Cleaner Clothing Worker	201	Inspector Construction	301
Clothing Examiner	201	Inspector Construction Electric	301
Clothsponger	201	Inspector Construction Mech.	301
Coat Operator	201	Inspector Engineering Mat. Ele.	301
Coat Sewing Machine Operator	201	Inspector Engineering Mat. Mech.	301
Cutter	201	Instrument Maker	301
Cutter Assistant Custom	201	Job Printer	301
Cutter Custom	201	Joiner Shop	301
Cutter Head Custom	201	Linotype Operator	301
Cutting Machine Operator	201	Machine Operator Drill Press	301
Double Needle Sewing Machine Operator	201	Machine Operator Power Hack Saw	301
Marker	201	Machinist	301
Patternmaker Clothing	201	Millman	301
Pocket Maker Sewing Machine Operator	201	Ordnanceman	301
Presser Hand	201	Pattern Maker	301
Seamstress Hand	201	Sewer	301
Textile Inspector	201	Tool Maker	301
Trouser Finisher	201		
Trouser Operator	201	Aircraft Instrument Mechanic	302
Trouser Sewing Machine Operator	201	Aircraft Instrument Mech. Helper	302
		Electrician Aircraft Radio	302
Bending Machine Operator	202	Electrician Aircraft Radio Helper	302
Bumping Machine Operator	202	Jr. Inspector Engineering Mat.	
Core Maker	202	Aero.	302
Cutter or Burner Gas	202		
Drill Press Operator Shop	202	Apprentice Mech. Time Fuse Fem.	303
Driller Shop	202	Assembler Female	303
Engine Lathe Operator	202	Assistant Lab. Aid Female	303
Joiner Shop	202	Checker Shop	303
Lay Out Man	202	Draftsman Apprentice	303

Positions Suitable for Persons with Amputation of One Leg (06)

Title of Position	Region & Establishment
#	
Anglesmith	202
Benchman	202
Bench Worker, Hand Metal	202
Boilermaker	202
Die Sinker	202
Electrician Shop	202
Instrument Assembler	202
Lay-out and Marking	202
Lead Burner Shop	202
Pipe Coverer and Insulator, Shop	202
Puncher, Sheet Metal Shop	202
Sailmaker, Canvas Worker	202
Saw Filer	202
Tool Maker	202
Upholsterer	202
Welder, Acetylene	202
#	

Title of Position	Region & Establishment
#	
Apprentice, Mechanical Trades	203
Bench Assembler	203
Classified Laborer, Sprayer	203
Cup Filler	203
Cup Plate Filler	203
Explosive Opr., Laborer	203
Flare Parachute Assembler	203
Inspector Machine Shop	203
Mechanical Time Fuse Opr.	203
Operator Automatic Screw Mach.	203
Operator Drill Press	203
Operator Punch Press Machine	203
Operator Reaming Machine	203
Operator Spring-Making Machine	203
Operator Thread Presses	203
Operator Turret Lathe	203
Primer Assembler	203
Primer Inserter	203
Sheetmetal Worker	203
Shellacker	203
Sign Painter	203
Threading Machine Operator	203
Tool Grinder Operator	203
Tool Maker	203
#	

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Amputation of One Leg (06)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Draftsman Assistant	303	Sewing Machine Machinist Helper	304
Draftsman Principal	303	Sewing Machinist	304
Gauge Checker	303	Tailor Dress Coat Maker	304
Gauge Checker Helper	303	Tailor General	304
Grinder Cylindrical	303	Tailor Hand Buttonhole Maker	304
Grinder Disk	303		
Grinder Internal	303		
Grinder Surface	303		
Instrument Maker	303	Blacksmith Apprentice Heavy Fires	401
Instrument Maker Helper	303	Blacksmith Apprentice Other Fires	401
Instrument Maker Junior	303	Blacksmith Heavy Fires	401
Junior Lens Grider	303	Blacksmith Other Fires	401
Junior Engineering Aid	303	Box Maker	401
Layout Man Photolithographic	303	Cartridge Case Maker Finisher	401
Layout Man Photolithographic Helper	303	Cartridge Case Maker Punch Press	401
Lens Grinder	303	Cartridge Case Maker Turret Drill	401
Machine Adjuster	303	Electrician Chief	401
Machine Operator Draw Press	303	Electrician Leadingman	401
Machine Operator Forming Press	303	Electrician Quarterman	401
Machine Operator Cartridge Case	303	Machine Operator Boring Mill	401
Machine Operator Punch Press	303	Machine Operator Drill Press	401
Machinist	303	Machinist Apprentice	401
Moveman	303	Machinist Assembly	401
Operative Mechanical Time Fuse Female	303	Machinist Production & Maint.	401
Operator Graduating and Engraving M.	303	Optical Glass Grinder & Polisher	401
Operator Machine Wood	303	Optical Instrument Assembler	401
Optical Glass Grinder and Polisher	303	Optical Parts Inspector	401
Optical Parts Inspector	303	Optical Polish and Wax Mixer	401
Photographer	303	Ordnance Worker Female Optical S.	401
Photographer Helper	303	Ordnance Worker Male Female Mach.	401
Photolithographic Bookbinder	303	Patternmaker Apprentice	401
Photolithographic Bookbinder Helper	303		
Photolithographic Platemaker Zinc	303	Ordnance Worker Female	402
Precision Optical Worker	303	Ordnance 1st 2nd 3rd Class	402
Precision Optical Worker Helper	303		
Tool Hardener	303		
Under Engineering Aid Female	303		
Watch and Chronometer Repairer	303	Architect	501
		Craneman	501
Buttonhole Maker Male	304	Craneman Electric	501
Checker Jr.	304	Craneman Electric Hammerhead Type	501
Embroidress	304	Driller	501
Examiner Inspect. Miscella. Supplies	304	Electroplater	501
Examiner Knitted & Woven Articles	304	Engineman Diesel	501
Inspectors Trainee	304	Galvanizer	501
Operator Seamstress Hand	304	Hammer Runner	501
Operator Sewer	304	Instrument Maker	501
Operators Helper Trimmer	304	Job Printer	501
Pocket Setter and Maker	304		

Positions Suitable for Persons with Amputation of One Leg (06)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
		#	
		Gas Mask Assembler	403
		Gas Mask Tester	403
		Glass Blower	403
		Glass Blower Apprentice	403
		Sewing Machine Operator	403
		Model Makers	404
		Electrician	405
		Laboratory Mechanic	405
		Laboratory Mechanic Assistant	405
		Laboratory Mechanic Junior	405
		Painter, Finish & Insignia	406
		Parachute Repairman	406
		Wireworker Aviation	406
		Die Cutter	407
		Die Sinker	407
		Double Needle Operator	407
		Draftsman	407
		Engineering Draftsman Aide	407
		Engineering Draftsman Apprentice	407
		Engineering Draftsman Chief	407
		Joiner, Supply Shop	407
		Operator Threading Machine	407
		Ordnanceman (Supply Shop)	407
		Sailmaker	407
		Upholsterer	407
		#	

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Positions Suitable for Persons with Amputation of One Leg (06)

Title of Position	Region & Establishment
Shoe Repairman	702
Tailor	702
Tent Repairman	702
Textile Examiner	702
Assistant Storekeeper	703
Auto Mechanic	703
Chief Mechanic Foreman	703
Fuel Overseer	703
Helper Auto Mechanic	703
Jr. Checker	703
Jr. Storekeeper	703
Labor Foreman	703
Mechanic Sr. General	703
Refrigeration Mechanic	703
Sanitary Engineer	703
Sr. Foreman Auto Mechanic	703
Sr. Storekeeper	703
Sheetmetal Foreman	703
Sheetmetal Worker	703
Storekeeper	703
Under Storekeeper	703
Elevator Operator	704
Janitor	704
Jr. Checker	704
Storekeeper	704
Inspector	705
#Inspector, Light Duty	706
#Inspector, Light Duty	707
#Inspector, Light Duty	708
#Inspector, Light Duty	709
Assistant Clerk	801
Checkers	801
Chronographer Ammunition Proof Tech.	801
Storekeeper	801
Sub Inspector Female Primer Drop	801
Sub Inspector Mercury Crack	801
Sub Inspector Ordnance Material	801
Sub Inspector Pullet Pull	801
Timekeeper	801
#	
Air-Compressor Operator	802
Blacksmith	802
Checker, Labor Material (Auditor)	802
Checker, Steel	802
Draftsman Engineering Aide	802
Draftsman Engineering (Ship)	802
Recorder of Welding Records	802
Test Welder Examiner	802
Timekeeper	802
Tracer, Draftsman Office	802
Welding Instructor	802
#	
Sewage Disposal Plant Worker	901
Checker Ordnance Material Explosive	903
Chemist Powder and Explosives	903
Inspector Ordnance Material Jr.	905
Inspector Ordnance Material Minor	905
Foreman Construction	907
Operator Compressor	907
Operator Pump Diesel	907
Operator Pump Gasoline	907
Operator Stone Finish	907
Supervisor Quarry	907
Canvas Maker	X01
Classified Laborer in Patternmaker	X01
Coppersmith	X01
Coppersmith Helper	X01
Craneman Electric	X01
Die Machine Operator	X01
Double Needle Operator	X01
Driller	X01
Electrician	X01
Extractor Laundry	X01
Foreman Pipefitter	X01
Foundry Chipper	X01
Furnaceman Foundry	X01
Galvanizer	X01
Gate Tender	X01
Grainer	X01
Hammer Runner	X01
Heat Treater	X01
Inspector Cement	X01
Instrument Maker	X01
Joiner	X01
Joiner Foundry	X01
Ladleman Foundry	X01
Laundress	X01
Laundryman Washer	X01
Lead Burner	X01
Leather Worker Upholsterer	X01
Letterer	X01
Machine Operator	X01
Machine Operator Special	X01
Machinist	X01
Machinist Helper	X01
Machinist Inside	X01
Machinist Learner Female	X01
Machinist, Sr.	X01
Mangle Hand	X01
Millman	X01
Molder	X01
Molder Helper	X01
Operator Sewing Machine	X01

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Positions Suitable for Persons with Amputation of One Leg (06)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Optical Glass Grinder & Polisher	X01	Aircraft Mechanic Motor	R02
Optical Instrument Assembler	X01	Blacksmith	R02
Optical Instrument Maker	X01	Buffer and Polisher	R02
Packer	X01	Die Machine Operator	R02
Paint Sprayman	X01	Die Sinker	R02
Painter	X01	Double Needle Operator	R02
Patternmaker	X01	Electroplater	R02
Pipecoverer and Insulator	X01	Grinder Operator	R02
Pipefitter	X01	Heat Treater	R02
Plannerman	X01	Inspector Material Supervisor	R02
Puncher	X01	Inspector Naval Aviation Stores	R02
Radio Mechanic	X01	#Laborer (Sorting bolts, nuts	
Rivet Heater	X01	and screws)	R02
Sailmaker	X01	Mechanic Bombsight	R02
Sandblaster Shotblaster Ground	X01	Metal Sprayer	R02
Saw Filer	X01	Metalsmith Aviation	R02
Seamstress	X01	Parachute Repairman	R02
Sewer	X01	Patternmaker Plaster	R02
Shearer	X01	Radio Repairman	R02
Stockman Storekeeper	X01	Ribstitcher	R02
Temperer	X01	Sewer	R02
Tinner Wiper Copper Pipes	X01	Temperer	R02
Watch and Chronometer Repairer	X01	Toolmaker	R02
Welder Gas	X01	Upholsterer	R02
Worker Laundry Unskilled	X01	Wireworker Aviation	R02
Architect	X02	Compositor	R03
Engineer Electrical	X02	Coppersmith	R03
Engineer Mechanical	X02	Coremaker	R03
Engineer Structural	X02	Drop Forger Heavy	R03
Joiner and Joiner Helper	X02	Drop Forger Light	R03
Laborer Classified Sheet Metal Shop	X02	Flange Turner	R03
Repairman General	X02	Foundry Chipper	R03
Sheet Metal Worker	X02	Helper Job Printer	R03
Storekeeper	X02	Job Printer	R03
Storekeeper Supply	X02	Letterer and Grainer	R03
Storekeeper Supply Salvage Dept.	X02	Machine Operator	R03
Storekeeper Technical Aviation	X02	Patternmaker Wood	R03
Welder Gas	X02	Pipecoverer and Insulator	R03
		Puncher and Shearer	R03
Automotive Mechanic	R01	Rivet Heater	R03
Cable Splicer Rigging Loft	R01	Sailmaker	R03
Checker	R01	#Watch & Chronometer Repairer	R03
Checker Inventory	R01		
Draftsman Marine Inside	R01	Saw Filer	R05
Foreman Pier	R01		
Garageman	R01	Inspector of Ordnance	R06
Machinist Production	R01		
		Aircraft Armament Mechanic	R07
Aircraft Fabric Worker	R02	Leather Worker	R07
Aircraft Instrument Mechanic	R02		
Aircraft Mechanic General	R02		

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Positions Suitable for Persons with Amputation of One Leg (06)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Plastic Molder Plexiglass	R07		
Helper Instrument Maker	R09		
Instrument Maker	R09		
Mechanic Instrument Maker	R09		
Munitions Worker Female	R09		
Optical Glass Grinder and Polisher	R09		
Optical Glass Plate and Gauge Maker	R09		
Optical Instrument Assembler	R09		
Optical Instrument Finisher	R09		
Optical Instrument Maker	R09		
Optical Parts Inspector #	R09		
Inspector Army Ordnance Material	R11		
Inspector of Ordnance Material, Bench	R12		
Inspector of Ordnance Materials	R13		
Inspector of Ordnance Material	R14		
Engineman, Diesel Electric	R15		
Ordnanceman	R15		
Inspector of Hulls & Machinery #	R16		

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Positions Suitable for Persons with Amputation of Legs (07)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Draftsman	407		
Engineering Draftsman Chief	407		
Watch & Chronometer Repairer	R03		
Inspector of Ordnance Material	R14		

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Positions Suitable for Persons with Amputation of a Foot (08)

Title of Position	Region & Establishment
Craneman Shop	101
Gas Cutter and Burner Shop	101
Machinist Inside	101
Mill Man	101
Puncher	101
Rope Maker	101
Sailmaker Shop	101
Shearer	101
Sheetmetal Worker Shop	101
Tool Maker	101
Welder Electric Shop	101
Welder Gas Shop	101
Ordnance Man	102
Baster	201
Buttonhole Maker Hand	201
Cleaner Clothing Worker	201
Clothing Examiner	201
Clothsponger	201
Coat Operator	201
Coat Sewing Machine Operator	201
Cutter	201
Cutter Assistant Custom	201
Cutter Custom	201
Cutter Head Custom	201
Cutting Machine Operator	201
Double Needle Sewing Machine Opr.	201
Marker	201
Patternmaker Clothing	201
Pocket Maker Sewing Machine Opr.	201
Presser Hand	201
Seamstress Hand	201
Textile Inspector	201
Trouser Finisher	201
Trouser Operator	201
Trouser Sewing Machine Operator	201
Bending Machine Operator	202
Bumping Machine Operator	202
Core Maker	202
Cutter or Burner Gas	202
Drill Press Operator Shop	202
Driller Shop	202
Engine Lathe Operator	202
Joiner Shop	202
Lay Out Man	202
Metal Cutters	202
Milling Machine Operator	202
Pattern Maker	202
Planer Machine Operator	202
Punch Machine Operator	202
Shaper Machine Operator	202
Sheet Metal Worker Bench	202
Shipfitte	202
Turret Lathe Operator	202
Architect	301
Bench Molder	301
Compositor	301
Draftsman	301
Foreman Fire and Police	301
Gas Burner or Cutter	301
Hammer Runner	301
Inspector Construction	301
Inspector Construction Electrical	301
Inspector Construction Mechanical	301
Inspector Engineering Mat. Electric	301
Inspector Engineering Mat. Mech.	301
Instrument Maker	301
Job Printer	301
Joiner Shop	301
Linotype Operator	301
Machine Operator Drill Press	301
Machine Operator Power Hack Saw	301
Machinist	301
Millman	301
Ordnanceman	301
Pattern Maker	301
Sewer	301
Tool Maker	301
Aircraft Instrument Mechanic	302
Aircraft Instrument Mech. Helper	302
Electrician Aircraft Radio	302
Electrician Aircraft Radio Helper	302
Jr. Inspector Engineering Mat. Aero.	302
Apprentice Mech. Time Fuse Female	303
Assembler Female	303
Assistant Lab. Aid Female	303
Checker Shop	303
Draftsman Apprentice	303
Draftsman Assistant	303

Positions Suitable for Persons with Amputation of a Foot (08)

Title of Position	Region & Establishment
#	
Anglesmith	202
Benchman	202
Bench Worker, Hand Metal	202
Boilermaker	202
Die Sinker	202
Electrician Shop	202
Instrument Maker Assembler	202
Lay-out and Marking	202
Lead Burner, Shop	202
Optical Worker	202
Painter, Shop	202
Pipe Coverer and Insulator, Shop	202
#	
Puncher, Sheet Metal Shop	202
Sailmaker, Canvas Worker	202
Saw Filer	202
Tool Maker	202
Upholsterer	202
Welder, Acetylene	202
Apprentice, Mechanical Trades	203
Bench Assembler	203
Classified Laborer, Sprayer	203
Cup Filler	203
Cup Plate Filler	203
Explosive Opr., Laborer	203
Flare Parachute Assembler	203
Inspector Machine Shop	203
Mechanical Time Fuse Opr.	203
Operator Automatic Screw Machine	203
Operator Drill Press	203
Operator Punch Press Machine	203
Operator Reaming Machine	203
Operator Spring Making-Machine	203
Operator Thread Presses	203
Operator Turret Lathe	203
Primer Assembler	203
Primer Inserter	203
Sheetmetal Worker	203
Shellacker	203
Sign Painter	203
Threading Machine Operator	203
Tool Grinder Operator	203
Tool Maker	203
#	

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Positions Suitable for Persons with Amputation of a Foot (08)

Title of Position	Region & Establishment
Draftsman Principal	303
Gauge Checker	303
Gauge Checker Helper	303
Grinder Cylindrical	303
Grinder Disk	303
Grinder Internal	303
Grinder Surface	303
Instrument Maker	303
Instrument Maker Helper	303
Instrument Maker Junior	303
Junior Lens Grinder	303
Junior Engineering Aid	303
Layout Man Photolithographic	303
Layout Man Photolithographic Helper	303
Lens Grinder	303
Machine Adjuster	303
Machine Operator Draw Press	303
Machine Operator Forming Press	303
Machine Operator Cartridge Case	303
Machine Operator Punch Press	303
Machinist	303
Moveman	303
Operative Mechanical Time Fuse Fem.	303
Operator Graduating & Engraving M.	303
Operator Machine Wood	303
Optical Glass Grinder & Polisher	303
Optical Parts Inspector	303
Photographer	303
Photographer Helper	303
Photolithographic Bookbinder	303
Photolithographic Bookbinder Helper	303
Photolithographic Platemaker Zinc	303
Precision Optical Worker	303
Precision Optical Worker Helper	303
Tool Hardener	303
Under Engineering Aid Female	303
Watch and Chronometer Repairer	303
Buttonhole Maker Male	304
Checker Jr.	304
Embroidress	304
Examiner Inspect. Miscella. Supplies	304
Examiner Knitted & Woven Articles	304
Inspectors Trainee	304
Operator Seamstress Hand	304
Operator Sewer	304
Operators Helper Trimmer	304
Pocket Setter and Maker	304
Sewing Machine Machinist Helper	304
Sewing Machinist	304
Tailor Dress Coat Maker	304
Tailor General	304
Tailor Hand Buttonhole Maker	304
Box Maker	401
Cartridge Case Maker Finisher	401
Cartridge Case Maker Turret Drill	401
Electrician Chief	401
Electrician Leadingman	401
Electrician Quarterman	401
Machine Operator Boring Mill	401
Machine Operator Drill Press	401
Machinist Apprentice	401
Machinist Assembly	401
Machinist Production & Maint.	401
Optical Glass Grinder & Polisher	401
Optical Instrument Assembler	401
Optical Parts Inspector	401
Optical Polish and Wax Mixer	401
Ordnance Worker Female Optical S.	401
Ordnance Worker Male Female Mach.	401
Patternmaker Apprentice	401
Ordnance Worker Female	402
Ordnance 1st 2nd 3rd Class	402
#	
Gas Mask Assembler	403
Gas Mask Tester	403
Glass Blower	403
Glass Blower Apprentice	403
Sewing Machine Operator	403
Model Makers	404
Electrician	405
Laboratory Mechanic	405
Laboratory Mechanic Assistant	405
Laboratory Mechanic Junior	405
Painter, Finish & Insignia	406
Ribstitcher	406
Wireworker Aviation	406
Die Cutter	407
Die Sinker	407
Double Needle Operator	407
Draftsman	407
Elevator Oper., Inside Machine Shop	407
Elevator Operator, Supply Shop	407
Engineering Draftsman Aide	407
Engineering Draftsman Apprentice	407
Engineering Draftsman Chief	407
Joiner, Supply Shop	407
Operator Threading Machine	407
Ordnanceman (Supply Shop)	407
Sailmaker	407
Upholsterer	407
#	
Architect	501
Craneman	501
Craneman Electric	501
Craneman Electric Hammerhead Type	501

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Positions Suitable for Persons with Amputation of a Foot (08)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Driller	501	Checker Clerical Jr.	604
Electroplater	501	Checker Clerical Under	604
Engineman Diesel	501	Examiner Clothing	604
Galvanizer	501	Foreman Packer	604
Hammer Runner	501	Harness Cutter	604
Instrument Maker	501	Harnessmaker	604
Job Printer	501	Inspector Leather	604
Junior Architect	501	Inspector Miscellaneous Supplies	604
Millman	501	Inspector Stoves and Ranges	604
Molder	501	Inspector Tents and Clothing	604
Operator Gas Plant	501	Inspector Textile and Tentage	604
Operator Special Machine	501	Inspector Wood Products	604
Optical Parts Inspector	501	Repairman Stove	604
Patternmaker	501	Saddlemaker	604
Press Operator	501	Truck Dispatcher	604
Puncher	501		
Sailmaker	501	Draftsman Under Engineering	605
Sewer	501	Engineering Aid Office	605
Shearer	501		
Sheetmetal Worker	501	Overseer Plant Electroplating	607
Toolmaker	501		
		Foreman General	608
Blacksmith	502		
Checker Under	502	Inspector Engineering Materials	
Draftsman	502	Mech.	610
Fireman Stationary Boiler	502	Inspector of Engineering	610
Instrument Repairman	502		
Machine Operator	502	Operator Jr. Coal Unloader	617
Machinist	502		
Operator Sewing Machine Power	502	Storekeeper Motor Parts Specialist	618
Optical Instrument Assembler	502		
Optical Instrument Finisher	502	Adjuster Belt	701
Optical Parts Inspector	502	Armorer	701
Saw Filer	502	Armorer Field Service	701
Watch and Chronometer Repairer	502	Armorer Traveling S. A. Maint.	701
		Assembler Small Arms & Equipment	701
Aircraft Maint. Super Jr. Asst.	601	Assembler Tank and Tractor	701
Aircraft Radio Mechanic Bench	601	Assembler Vel. Shop	701
Aircraft Sheetmetal Worker Bench	601	Assistant Production Route Sheet Writer	701
Chief of Plant Production	601	Attendant Switchboard	701
Foreman Carpenter Shop	601	Benchman Machinist	701
Foreman General Mechanic	601	Benchman Small Arms & Equipment	701
Mechanic Instrument Aircraft Bench	601	Blacksmith	701
Mechanic Radio	601	Boilermaker	701
Mechanic Sr. Aerial Photo Camera	601	Boss Gang Mechanical Trades	701
Pattern Maker	601	Boy Shop	701
Pattern Maker Sr.	601	Cement Finisher	701
Photolithographic Reproducers Help.	601	Checker Shop	701
Storekeeper Light Duty	601	Coremaker	701
		Diesinker	701
Aircraft Engine Mechanic Bench	602	Engineman Locomotive	701
		Engineman Power Roller	701
Carpenter Shop	603	Fabric Worker	701
Machinist Production	603	Foreman & Asst. Automatic Screw M.	701
		Foreman & Asst. Department	701
Checker Clerical	604		

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Amputation of a Foot (08)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Foreman & Asst. Drill Press	701	Machinist Traveling Art Maint.	701
Foreman & Asst. Electrical	701	Mechanic Automotive	701
Foreman & Asst. Experimental	701	Operator Elevator	701
Foreman & Asst. Forge	701	Operator Machine Automatic Screw	701
Foreman & Asst. Foundry	701	Operator Machine Cut Off	701
Foreman & Asst. Garage	701	Operator Machine Driller	701
Foreman & Asst. Grinding	701	Operator Machine General	701
Foreman & Asst. Hydraulic Press	701	Operator Machine Lapping Recuper.	701
Foreman & Asst. Inspection	701	Operator Machine Power Loading	701
Foreman & Asst. Layout	701	Operator Machine Precision Grinder	701
Foreman & Asst. Machine	701	Operator Machine Turret Lathe	701
Foreman & Asst. Maintenance	701	Operator Machine Wood	701
Foreman & Asst. Ordnance Maint.	701	Operator Sandblast	701
Foreman & Asst. Planning	701	Operator Sewing Machine Cloth Lea.	701
Foreman & Asst. Printing	701	Operator Star Gage	701
Foreman & Asst. Recuperator	701	Operator Water Filter	701
Foreman & Asst. Repair	701	Patternmaker Metal	701
Foreman & Asst. Sheetmetal	701	Plater	701
Foreman & Asst. Small Arms	701	Polisher	701
Foreman & Asst. Toolmaking	701	Printer	701
Foreman & Asst. Tripod	701	Riveter	701
Foreman & Asst. Turret Lathe	701	Saw Filer	701
Foreman & Asst. Welding	701	Set Up Man	701
Foreman & Asst. Woodworking	701	Sheet Metal Worker	701
Foreman Apprentice	701	Stock Finisher	701
Foreman Artillery Maintenance	701	Subinspector Small Arms Maint.	701
Foreman Assembly Recuperator	701	Surface Treater	701
Foreman Asst. Assembly	701	Surface Treater Helper	701
Foreman Asst. Sutomotive	701	Targeter	701
Foreman Asst. General	701	Toolchaser	701
Foreman Blueprint	701	Toolmaker Precision	701
Foreman Bridge	701	Toolmaker Sub Eligible	701
Foreman Construction & Maintenance	701	Welder Electric	701
Foreman Pattern	701		
Foreman Tool Issuing	701	Foreman Footwear	702
Forger Drop	701	Foreman Textiles	702
Furnaceman	701	Jr. General Mechanic	702
Gas Burner and Cutter	701	Seamstress	702
Girl Shop	701	Shoe Repairman	702
Grinder Rough	701	Tailor	702
Hardener Tool	701	Tent Repairman	702
Helper Heat Treater	701	Textile Examiner	702
Helper Plater	701		
Inspector Artillery Maintenance	701	Assistant Storekeeper	703
Inspector Shop	701	Auto Mechanic	703
Instrument Maker	701	Chief Mechanic Foreman	703
Keeper Material	701	Fuel Overseer	703
Leather Worker Benchman	701	Helper Auto Mechanic	703
Leather Worker Special	701	Jr. Checker	703
Machinist	701	Jr. Storekeeper	703

Positions Suitable for Persons with Amputation of a Foot (08)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Labor Foreman	703	Operator Pump Diesel	907
Mechanic Sr. General Woodworking	703	Operator Pump Gasoline	907
Refrigeration Mechanic	703	Operator Stone Finish	907
Sanitary Engineer	703	Supervisor Quarry	907
Sr. Foreman Auto Mechanic	703		
Sr. Storekeeper	703	Classified Laborer In Patternmaker	X01
Sheetmetal Foreman	703	Die Machine Operator	X01
Sheetmetal Worker	703	Double Needle Operator	X01
Storekeeper	703	Driller	X01
Under Storekeeper	703	Electrician	X01
		Extractor Laundry	X01
Elevator Operator	704	Foreman Pipefitter	X01
Janitor	704	Foundry Chipper	X01
Jr. Checker	704	Furnaceman Foundry	X01
Storekeeper	704	Galvanizer	X01
		Gate Tender	X01
Inspector	705	Grainer	X01
		Hammer Runner	X01
#Inspector, Light Duty	706	Heat Treater	X01
		Inspector Cement	X01
#Inspector, Light Duty	707	Instrument Maker	X01
		Joiner	X01
#Inspector, Light Duty	708	Joiner Foundry	X01
		Ladleman Foundry	X01
#Inspector, Light Duty	709	Laundress	X01
		Laundryman Washer	X01
Asst. Clerk	801	Lead Burner	X01
Checkers	801	Leather Worker Upholsterer	X01
Chronographer Ammunition Proof Tech.	801	Letterer	X01
Storekeeper	801	Machine Operator	X01
Sub Inspector Female Primer Drop	801	Machine Operator Special	X01
Sub Inspector Mercury Crack	801	Machinist	X01
Sub Inspector Ordnance Material	801	Machinist Helper	X01
Sub Inspector Pullet Pull	801	Machinist Inside	X01
#		Machinist Learner Female	X01
Air-Compressor Operator	802	Machinist Sr.	X01
Blacksmith	802	Mangle Hand	X01
Check, Labor Material (Auditor)	802	Millman	X01
Checker, Steel	802	Molder	X01
Draftsman Engineering Aide	802	Molder Helper	X01
Draftsman Engineering (Ship)	802	Operator Sewing Machine	X01
Guard (Tower Watchman)	802	Optical Glass Grinder & Polisher	X01
Recorder of Welding Records	802	Optical Instrument Assembler	X01
Test Welder Examiner	802	Optical Instrument Maker	X01
Timekeeper	802	Packer	X01
Tracer, Draftsman Office	802	Paint Sprayman	X01
Welding Instructor	802	Painter	X01
#		Patternmaker	X01
Sewage Disposal Plant Worker	901	Pipecoverer and Insulator	X01
		Pipefitter	X01
Checker Ordnance Material Explosive	903	Plannerman	X01
Chemist Powder and Explosives	903	Puncher	X01
		Radio Mechanic	X01
Inspector Ordnance Material Jr.	905	Rivet Heater	X01
Inspector Ordnance Material Minor	905	Sailmaker	X01
		Sandblaster Shotblaster Ground	X01
Foreman Construction	907	Saw Filer	X01
Operator Compressor	907		

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Amputation of a Foot (08)

Title of Position	Region & Establishment
Seamstress	X01
Sewer	X01
Shearer	X01
Stockman Storekeeper	X01
Temperer	X01
Tinner Wiper Copper Pipes	X01
Watch and Chronometer Repairer	X01
Welder Gas	X01
Worker Laundry Unskilled	X01
Architect	X02
Engineer Electrical	X02
Engineer Mechanical	X02
Engineer Structural	X02
Joiner and Joiner Helper	X02
Laborer Classified Sheet Metal Shop	X02
Repairman General	X02
Sheet Metal Worker	X02
Storekeeper	X02
Storekeeper Supply	X02
Storekeeper Supply Salvage Dept.	X02
Storekeeper Technical Aviation	X02
Welder Gas	X02
Automotive Mechanic	R01
Cable Splicer Rigging Loft	R01
Checker	R01
Checker Inventory	R01
Draftsman Marine Inside	R01
Foreman Pier	R01
Garageman	R01
Machinist Production	R01
Aircraft Fabric Worker	R02
Aircraft Instrument Mechanic	R02
Aircraft Mechanic General	R02
Aircraft Mechanic Motor	R02
Blacksmith	R02
Buffer and Polisher	R02
Die Machine Operator	R02
Die Sinker	R02
Double Needle Operator	R02
Electroplater	R02
Grinder Operator	R02
Heat Treater	R02
Inspector Material Supervisor	R02
Inspector Naval Aviation Stores	R02
#Laborer (sorting nuts, bolts, screws)	R02
Mechanic Bombsight	R02
Metal Sprayer	R02
Metalsmith Aviation	R02
Parachute Repairman	R02
Patternmaker Plaster	R02
Radio Repairman	R02
Ribstitcher	R02
Sewer	R02
Temperer	R02
Toolmaker	R02
Upholsterer	R02
Wireworker Aviation	R02
Compositor	R03
Coppersmith	R03
Coremaker	R03
Drop Forger Heavy	R03
Drop Forger Light	R03
Flange Turner	R03
Foundry Chipper	R03
Helper Job Printer	R03
Job Printer	R03
Letterer and Grainer	R03
Machine Operator	R03
Patternmaker Wood	R03
Pipecoverer and Insulator	R03
Puncher and Shearer	R03
Rivet Heater	R03
Sailmaker	R03
Watch and Chronometer Repairer	R03
Saw Filer	R05
Inspector of Ordnance	R06
Aircraft Armament Mechanic	R07
Leather Worker	R07
Plastic Molder Plexiglass	R07
Helper Instrument Maker	R09
Instrument Maker	R09
Mechanic Instrument Maker	R09
Munitions Worker Female	R09
Optical Glass Grinder & Polisher	R09
Optical Glass Plate & Gauge Maker	R09
Optical Instrument Assembler	R09
Optical Instrument Finisher	R09
Optical Instrument Maker	R09
Optical Parts Inspector	R09

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Positions Suitable for Persons with Amputation of a Foot (Q8)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
#			
Inspector Army Ordnance Material	R11		
Inspector of Ordnance Material, Bench	R12		
Inspector of Ordnance Material, Roving	R12		
Inspector of Ordnance Materials	R13		
Inspector of Ordnance Material	R14		
Engineman, Diesel Electric	R15		
Ordnanceman	R15		
Inspector of Hulls & Machinery	R16		
#			

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Positions Suitable for Persons with Amputation of Feet (09)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Draftsman	407		
Engineering Draftsman Chief	407		
Watch & Chronometer Repairer	R03		
Inspector of Ordnance Material, Bench	R12		
Inspector of Ordnance Material	R14		

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Positions Suitable for Persons with Disability of a Hip or Shoulder (12)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Ashman Power House	101	Driller Shop	202
Craneman	101	Drill Press Operator Shop	202
Die Sinker	101	Engine Lathe Operator	202
Electrician Shop	101	Joiner Shop	202
Engineman Power House	101	Lay Out Men	202
Fireman Power House	101	Metal Cutter	202
Gas Cutter and Burner	101	Milling Machine Operator	202
Machinist Inside	101	Pipefitter Shop	202
Mill Man	101	Punch Machine Operator	202
Oiler Power House	101	Sheet Metal Worker Bench	202
Pipe Fitter Shop	101		
Plumber Shop	101		
Puncher	101		
Rope Maker	101	Architect	301
Sailmaker Ship	101	Buffer and Polisher	301
Sailmaker Shop	101	Compositor	301
Shearer	101	Draftsman	301
Sheetmetal Worker Ship	101	Electrician	301
Sheetmetal Worker Shop	101	Electrician Helper	301
Shipfitter	101	Furnaceman	301
Tool Maker	101	Gas Burner or Cutter	301
Water Tender Power House	101	Hammer Runner	301
Welder Electric Shop	101	Inspector Construction	301
Welder Gas Shop	101	Inspector Construction Electric.	301
		Inspector Construction Mech.	301
Ordnance Man	102	Inspector Engineering Mat. Ele.	301
		Inspector Engineering Mat. Mech.	301
		Instrument Maker	301
		Joiner Shop	301
Baster	201	Linotype Operator	301
Buttonhole Maker Hand	201	Machine Operator Drill Press	301
Cleaner Clothing Worker	201	Melter Brass	301
Clothing Examiner	201	Melter Electric	301
Clothsponger	201	Millman	301
Coat Operator	201	Sailmaker	301
Coat Sewing Machine Operator	201	Sewer	301
Cutter	201	Tool Maker	301
Cutter Assistant Custom	201		
Cutter Custom	201	Aircraft Instrument Mechanic	302
Cutter Head Custom	201	Aircraft Instrument Mech. Helper	302
Double Needle Sewing Mach. Operator	201	Electrician Aircraft Radio	302
Marker	201	Electrician Aircraft Radio Help.	302
Patternmaker Clothing	201		
Pocket Maker Sewing Mach. Operator	201	Asst. Laboratory Aid Female	303
Seamstress Hand	201	Checker Shop	303
Textile Inspector	201	Draftsman Apprentice	303
Trouser Finisher	201	Draftsman Assistant	303
Trouser Operator	201	Draftsman Principal	303
Trouser Sewing Mach. Operator	201	Furnaceman	303

Positions Suitable for Persons with Disability of a Hip or Shoulder (12)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
#			
Benchman	202		
Bench Worker, Hand Metal	202		
Die Sinker	202		
Electrician Shop	202		
Instrument Assembler	202		
Lead Burner, Shop	202		
Optical Worker	202		
Puncher, Sheet Metal Shop	202		
Sailmaker, Canvas Worker	202		
Saw Filer	202		
Shearer Sheet Metal Shop	202		
Welder Acetylene	202		
Apprentice, Mechanical Trades	203		
Bench Assembler	203		
Classified Laborer, Sprayer	203		
Cup Filler	203		
Cup Plate Filler	203		
Dry-Houseman (Tetryl Explosive)	203		
Explosive Opr., Laborer	203		
Flare Parachute Assembler	203		
Inspector Machine Shop	203		
Mechanical Time Fuse Opr.	203		
Operator Automatic Screw Machine	203		
Operator Drill Press	203		
Operator Punch Press Machine	203		
Operator Reaming Machine	203		
Operator Spring Making-Machine	203		
Operator Thread Presses	203		
Primer Assembler	203		
Primer Inserter	203		
Shellacker	203		
Threading Machine Operator	203		
#			

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Positions Suitable for Persons with Disability of a Hip or Shoulder (12)

Title of Position	Region & Establishment
#	
Gas Mask Assembler	403
Gas Mask Tester	403
Glass Blower	403
Glass Blower Apprentice	403
Operator Gas Mask Machine	403
Model Makers	404
Chauffer	405
Electrician	405
Laboratory Mechanic	405
Laboratory Mechanic Assistant	405
Laboratory Mechanic Junior	405
Machinist	405
#	

Title of Position	Region & Establishment
#	
Aircraft Fabric Worker	406
Painter, Finish & Insignia	406
Parachute Repairman	406
Ribstitcher	406
Wireworker Aviation	406
Anglesmith	407
Die Cutter	407
Die Sinker	407
Double Needle Operator	407
Draftsman	407
Electrician Shop	407
Elevator Opr., Inside Mach. Shop	407
Elevator Opr., Supply Shop	407
Engineering Draftsman Aide	407
Engineering Draftsman Apprentice	407
Engineering Draftsman Chief	407
Engineer Jr. Operating	407
Engineer Stationary Operating	407
Foreman Maintenance	407
Framebender	407
Galvanizer	407
Gardner	407
Hammer Runner	407
Helper, Navigation Instr. Maker	407
Helper Trainee, Fem., Mach. Shop	407
Joiner, Supply Shop	407
Letterer and Grainer	407
Loftsman	407
Operator Threading Machine	407
Ordnanceman (Supply Shop)	407
Painter	407
Plumber	407
Rivet Heater	407
Riveter, Shop	407
Roofer	407
Sailmaker	407
Shipfitter, Shop	407
Storekeeper	407
Storekeeper Assistant	407
Storekeeper Junior	407
Storekeeper Under	407
Sweeper	407
Tile Plate Setter	407
Truck Driver	407
Upholsterer	407
#	

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Title of Position	Region & Establishment
Checker Clerical	604
Checker Clerical Junior	604
Checker Clerical Under	604
Examiner Clothing	604
Foreman Packer	604
Harness Cutter	604
Inspector Miscellaneous Supplies	604
Inspector Tents and Clothing	604
Inspector Textile and Tentage	604
Repairman Stove	604
Truck Dispatcher	604
Draftsman Under Engineering	605
Engineering Aid Office	605
Engineman Steam Electric	605
Mechanic Auto	605
Buffer	607
Overseer Plant Electroplating	607
Polisher	607
Foreman General	608
Inspector Engineering Materials Mech	610
Inspector of Engineering	610
Storekeeper Motor Parts Specialist	618
Adjuster Belt	701
Armorer	701
Armorer Field Service	701
Armorer Traveling S. A. Maint.	701
Assembler Small Arms & Equipment	701
Assembler Tank and Tractor	701
Assembler Vel. Shop	701
Assistant Production Estimator	701
Assistant Production Follor Up Man	701
Asst. Production Route Sheet Writer	701
Attendant Switchboard	701
Benchman Small Arms & Equipment	701
Boss Gang Mechanical Trades	701
Boy Shop	701
Checker Shop	701
Coremaker	701
Diesinker	701
Engineman Locomotive	701
Engineman Power Roller	701
Fabric Worker	701
Foreman & Asst. Automatic Screw Mach.	701
Foreman & Asst. Department	701
Foreman & Asst. Electrical	701
Foreman & Asst. Experimental	701
Foreman & Asst. Grinding	701
Foreman & Asst. Hyd. Press	701
Foreman & Asst. Inspection	701
Foreman & Asst. Layout	701
Foreman & Asst. Ordnance Maint.	701
Foreman & Asst. Planning	701
Foreman & Asst. Printing	701
Foreman & Asst. Turret Lathe	701
Foreman & Asst. Welding	701
Foreman & Asst. Woodworking	701
Foreman Apprentice	701
Foreman Artillery Maintenance	701
Foreman Assistant General	701
Foreman Blueprint	701
Foreman Bridge	701
Foreman Construction & Maint.	701
Foreman Pattern	701
Foreman Tool Issuing	701
Girl Shop	701
Hardener Tool	701
Inspector Artillery Maint.	701
Inspector Shop	701
Instrument Maker	701
Leather Worker Benchman	701
Leather Worker Special	701
Machinist Traveling Art Maint.	701
Mechanic Automotive	701
Moveman	701
Operator Drawbridge	701
Operator Elevator	701
Operator Machine Hyd. Press	701
Operator Machine Lapping Recup.	701
Operator Machine Wood	701
Operator Sandblast	701
Operator Star Gage	701
Operator Tractor Shop	701
Operator Water Filter	701
Patternmaker Metal	701
Printer	701
Saw Filer	701
Subinspector Small Arms Maint.	701
Toolmaker	701
Toolmaker Precision	701
Toolmaker Sub Elibible	701
Truck Driver Heavy Duty	701

Positions Suitable for Persons with Disability of a Hip or Shoulder (12)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Welder Electric	701	Chemist Powder and Explosives	903
Foreman Footwear	702	Inspector Ordnance Material Asst.	905
Foreman Textiles	702	Inspector Ordnance Material Jr.	905
Seamstress	702	Inspector Ordnance Material Minor	905
Tailor	702		
		Diamond Driller	907
Fuel Overseer	703	Drill Runner Diamond Rig	907
Junior Checker	703	Drill Runner Diamond Rig Helper	907
Sanitary Engineer	703	Foreman Construction	907
Sheetmetal Foreman	703	Foreman Shop	907
		Helper Operator Core Drill	907
Elevator Operator	704	Inspector Asst. Core Drilling	907
Junior Checker	704	Inspector Grouting	907
Storekeeper	704	Oiler Drag Line and Shovel	907
		Operator Bulldozer	907
#Inspector, Light Duty	706	Operator Bulldozer Diesel	907
		Operator Compressor	907
#Inspector, Light Duty	707	Operator Concrete Mixer	907
		Operator Derrick	907
#Inspector, Light Duty	708	Operator Dragline and Shovel	907
		Operator Dragline Helper	907
#Inspector, Light Duty	709	Operator Mech.Equip.Core Drill	907
		Operator Mech.Equip. Drill Rig	907
Assistant Clerk	801	Operator Power Shovel Lima	907
Asst. Proof Technician	801	Operator Power Shovel Northwest	907
Checker	801	Operator Pump Diesel	907
Chief Proof Technician	801	Operator Pump Gasoline	907
Chronographer Ammunition Proof Tech.	801	Operator Stone Finish	907
Gunner Ammunition Proof Tech.	801	Operator Tractor Crawler Type	907
Jr. Proof Technician	801	Supervisor Quarry	907
Principal Proof Technician	801		
Proof Technician	801	Boatbuilder	X01
Sr. Proof Technician	801	Buffer and Polisher	X01
Storekeeper	801	Canvas Maker	X01
Sub Inspector Female Primer Drop	801	Carpenter	X01
Sub Inspector Mercury Crack	801	Cement Finisher	X01
Sub Inspector Ordnance Material	801	Cement Worker	X01
Sub Inspector Pullet Pull	801	Classified Laborer	X01
Timekeeper	801	Classified Laborer in Pattern-maker	X01
Under Proof Technician	801	Coat Finisher Hand Ironer	X01
#		Cooper	X01
Acetylene-Burner Machine	802	Coppersmith	X01
Air-Compressor Operator	802	Craneman Electric	X01
Blacksmith	802	Cupola Tender	X01
Checker, Labor Material (Auditor)	802	Die Machine Operator	X01
Checker, Steel	802	Die Sinker	X01
Crane Operator	802	Double Needle Operator	X01
Draftsman Engineering Aide	802	Drill Runner Pneumatic	X01
Draftsman Engineering (Ship)	802	Driller	X01
Recorder of Welding Records	802	Driller	X01
Timekeeper	802	Electrician	X01
Tracer, Draftsman Office	802	Electrician Helper	X01
#		Extractor Laundry	X01
Automobile Operator Chauffer	901	Foreman Pipefitter	X01
Sewage Disposal Plant Worker	901		
Checker Ordnance Mat. Explosive	903		

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Title of Position	Region & Establishment	Title of Position	Region & Establishment
Forger Drop	X01	Patternmaker	X01
Forger Heavy	X01	Pipecoverer and Insulator	X01
Forger Light	X01	Pipefitter	X01
Foundry Chipper	X01	Plannerman	X01
Frame Bender	X01	Plasterer	X01
Furnaceman Heater	X01	Presser Finish	X01
Galvanizer	X01	Press Operator	X01
Gas Cutter and Burner	X01	Puncher	X01
Gas Plant Operator	X01	Radioman Mechanic	X01
Gate Tender	X01	Rivet Heater	X01
Grainer	X01	Riveter	X01
Hammer Runner	X01	Sandblaster Shotblaster Ground	X01
Heat Treater	X01	Saw Filer	X01
Helper Electrician	X01	Seamstress	X01
Helper Woodwork	X01	Shearer	X01
Inspector Assistant Concrete	X01	Shipfitter	X01
Inspector Cement	X01	Shipwright	X01
Instrument Maker	X01	Stockman Storekeeper	X01
Job Printer	X01	Temperer	X01
Joiner	X01	Tile and Plate Setter	X01
Joiner Foundry	X01	Tinner Wiper Copper Pipes	X01
Ladleman Foundry	X01	Tool Maker	X01
Laundress	X01	Upholsterer	X01
Laundryman Washer	X01	Watch & Chronometer Repairer	X01
Lead Burner	X01	Watchman Guard Policeman	X01
Leather Worker Upholsterer	X01	Welder Gas	X01
Letterer	X01	Wood Calker	X01
Loftsman	X01	Worker Laundry Unskilled	X01
Machine Operator	X01		
Machine Operator Special	X01	Architect	X02
Machinist	X01	Chainman	X02
Machinist Helper	X01	Electrician Automotive	X02
Machinist Inside	X01	Engineer Electrical	X02
Machinist Senior	X01	Engineer Mechanical	X02
Mangle Hand	X01	Engineer Structural	X02
Mechanic Rated 3rd Cl. in charge S.	X01	Joiner and Joiner Helper	X02
Melter Brass Non-Ferrous Mixtures	X01	Laborer Classified Sheet Metal S.	X02
Melter Electric Steel Furnace Opr.	X01	Machinist General	X02
Melter Open Hearth	X01	Mechanic Automotive	X02
Millman	X01	Painter	X02
Molder	X01	Pipefitter	X02
Molder Helper	X01	Pipefitter Helper	X02
Operator Sewing Machine	X01	Plumber	X02
Optical Glass Grinder & Polisher	X01	Plumbers Helper	X02
Optical Instrument Assembler	X01	Repairman General	X02
Optical Instrument Maker	X01	Rodman	X02
Ordnance Man	X01	Storekeeper	X02
Packer	X01	Storekeeper Supply	X02
Painter	X01	Storekeeper Supply Salvage Dept.	X02
Paint Sprayman	X01	Storekeeper Technical Aviation	X02

Positions Suitable for Persons with Disability of a Hip or Shoulder (12)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Surveyor Chief of Party	X02	Job Printer	R03
Surveyor Instrument Man	X02	Letterer and Grainer	R03
Welder Gas	X02	Loftsman	R03
		Machine Operator	R03
Cable Splicer Rigging Loft	R01	Patternmaker Wood	R03
Checker	R01	Puncher and Shearer	R03
Checker Inventory	R01	Rivet Heater	R03
Draftsman Marine Inside	R01	Sailmaker	R03
Foreman Pier	R01	Shipwright	R03
Garageman	R01		
Machinist Production	R01	Laborer Unclassified	R04
Aircraft Fabric Worker	R02	Foreman Maint.Shop Gen. Constr.	R05
Aircraft Instrument Mechanic	R02	Saw Filer	R05
Aircraft Mech. General	R02		
Aircraft Mech. Motor	R02	Inspector of Ordnance	R06
Buffer and Polisher	R02		
Die Machine Operator	R02	Leather Worker	R07
Double Needle Operator	R02	Plastic Molder Plexiglass	R07
Electroplater	R02		
Grinder Operator	R02	Helper Instrument Maker	R09
Heat Treater	R02	Instrument Maker	R09
Helper Sandblast Machine Operator	R02	Mechanic Instrument Maker	R09
Inspector Material Supervisor	R02	Munition Worker Female	R09
Inspector Naval Aviation Stores	R02	Optical Glass Grinder & Polisher	R09
#Laborer (Sorting bolts,nuts & screws)	R02	Optical Glass Plate & Gauge M.	R09
Mechanic Bombsight	R02	Optical Instrument Assembler	R09
Metalsmith Aviation	R02	Optical Instrument Finisher	R09
Metal Sprayer	R02	Optical Instrument Maker	R09
Painter Aircraft Finish & Insignia	R02	Optical Parts Inspector	R09
Parachute Repairman	R02		
Patternmaker Plaster	R02	#Inspector Army Ordnance Mat.	R11
Radio Repairman	R02		
Sandblaster	R02	#Inspector of Ord. Material,	
Sewer	R02	Bench	R12
Temperer	R02	#Inspector of Ord. Material,	
Upholsterer	R02	Roving	R12
Wireworker Aviation	R02		
		#Inspector of Ordnance Materials	R13
Compositor	R03		
Coppersmith	R03	#Inspector of Ordnance Material	R14
Coremaker	R03		
Drop Forger Heavy	R03	#Engineman, Diesel Electric	R15
Drop Forger Light	R03	#Fireman Stationary Steam Boiler	R15
Foundry Chipper	R03	#Ordnanceman	R15
Furnaceman	R03		
Helper Job Printer	R03	#Inspector of Hulls & Machinery	R16

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Positions Suitable for Persons with Disability of an Arm (13)

Title of Position	Region & Establishment
Ashman Power House	101
Cement Finisher Building Trades	101
Craneman	101
Craneman Shop	101
Electrician Shop	101
Engineman Power House	101
Fireman Power House	101
General Helper	101
Laborer	101
Machinist Inside	101
Mill Man	101
Oiler Power House	101
Puncher	101
Rope Maker	101
Shearer	101
Shipfitter	101
Tool Maker	101
Trackman Building Trades	101
Water Tender Power House	101
Ordnance Man	102
Clothing Examiner	201
Patternmaker Clothing	201
Spreader Clothing Worker	201
Textile Inspector	201
Core Maker	202
Driller Shop	202
Drill Press Operator Shop	202
Layout Man	202
Milling Machine Operator	202
Architect	301
Buffer and Polisher	301
Draftsman	301
Furnaceman	301
Inspector Construction	301
Inspector Construction Electrical	301
Inspector Construction Mechanical	301
Inspector Engineering Mat. Ele.	301
Inspector Engineering Mat. Mech.	301
Instrument Maker	301
Melter Brass	301
Melter Electric	301
Draftsman Apprentice	303
Draftsman Assistant	303
Draftsman Principal	303
Furnaceman	303
Instrument Maker	303
Instrument Maker Helper	303
Instrument Maker Junior	303
Photographer	303
Tool Hardener	303
Cloth Sponger	304
Examiner Knitted & Woven Articles	304
Inspectors Trainee	304
Cartridge Casemaker Punch Press	401
Electrician Chief	401
Electrician Leadingman	401
Electrician Quarterman	401
Master Mechanic	401
Ordnance Worker Female Cart. Case Shop	401
Architect	501
Junior Architect	501
Sewer	501
Water Tender	501
Checker Under	502
Aircraft Maintenance Super Jr. Asst.	601
Aircraft Sheetmetal Worker Bench	601
Bricklayer	601
Chief of Plant Production	601
Clerk Jr. Property and Supply	601
Engineman Janitor	601
Foreman Carpenter Shop	601
Foreman General Mechanic	601
Foreman Leather and Canvas Worker	601
Mechanic Sr. Aerial Photo Camera	601
Photolithographic Reproducers H.	601
Storekeeper Light Duty	601
Blacksmith	603
Blacksmiths Helper	603
Boilermaker	603
Boilermakers Helper	603

Positions Suitable for Persons with Disability of an Arm (13)

Title of Position	Region & Establishment
#	
Saw Filer	202
Apprentice, Mechanical Trades	203
Operator Drill Press	203
Operator Reaming Machine	203
Operator Thread Presses	203
#	
#	
Model Makers	404
Chauffer	405
Laboratory Mechanic	405
Laboratory Mechanic Assistant	405
Laboratory Mechanic Junior	405
Parachute Repairman	406
Ribstitcher	406
Double Needle Operator	407
Electrician Shop	407
Elevator Opr., Inside Mach. Shop	407
Elevator Opr., Supply Shop	407
Hammer Runner	407
Letterer and Grainer	407
Painter	407
Plasterer	407
Roofer	407
Shipfitter, Shop	407
Storekeeper	407
Storekeeper, Assistant	407
Storekeeper Junior	407
Storekeeper Under	407
Tile Plate Setter	407
Truck Driver	407
#	

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Positions Suitable for Persons with Disability of an Arm (13)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Carpenter Construction	603	Asst. Production Estimator	701
Carpenter Shop	603	Asst. Production Follow Up Man	701
Driver Truck Heavy Duty	603	Asst. Production Route Sheet Writer	701
Engineman Derrickboat	603	Boss Gang Mechanical Trades	701
Operator Jack Hammer	603	Foreman & Asst. Department	701
Operator Tractor	603	Foreman & Asst. Experimental	701
		Foreman & Asst. Planning	701
Cabinet Maker	604	Foreman Artillery Maintenance	701
Cabinet Maker Master	604	Foreman Assembly Recuperator	701
Checker Clerical	604	Foreman Assistant General	701
Checker Clerical Junior	604	Foreman Blueprint	701
Checker Clerical Under	604	Foreman Construction & Maintenance	701
Checker Heavy Duty	604	Foreman Pattern	701
Checker Heavy Duty Junior	604	Foreman Tool Issuing	701
Checker Heavy Duty Under	604	Girl Shop	701
Examiner Clothing	604	Hardener Tool	701
Foreman Packer	604	Inspector Artillery Maintenance	701
Inspector Miscellaneous Supplies	604	Inspector Shop	701
Inspector Stoves and Ranges	604	Instrument Maker	701
Inspector Tents and Clothing	604	Keeper Material	701
Inspector Textile and Tentage	604	Operator Elevator	701
Repairman Stove	604	Operator Water Filter	701
Truck Dispatcher	604	Saw Filer	701
		Subinspector Small Arms Maint.	701
Draftsman Under Engineering	605		
Engineman Steam Electric	605	Foreman Footwear	702
Fireman Stationary Boiler High P.	605	Foreman Textiles	702
Mechanic Auto	605		
Mechanic Special Auto Body Builder	605	Chief Mechanic Foreman	703
		Fuel Overseer	703
Drill Runner	606	Junior Checker	703
Drill Runner Helper	606	Labor Foreman	703
		Sanitary Engineer	703
Buffer	607	Sheetmetal Foreman	703
Mechanics Helper General	607		
Overseer Plant Electroplating	607	Elevator Operator	704
Polisher	607	Storekeeper	704
Foreman General	608		
Inspector Engineering Mat. Mech.	610	Assistant Clerk	801
Inspector of Engineering	610	Checkers	801
		Storekeeper	801
Inspector Levee & Embankment	611	Subinspector Ordnance Material	801
		Timekeeper	801
Inspector Powder and Explosives	613		
Storekeeper Motor Parts Specialist	618		
		Automobile Operator Chauffer	901
		Sewage Disposal Plant Worker	901

Positions Suitable for Persons with Disability of an Arm (13)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
		#	
		Inspector, Light Duty	706
		Inspector, Light Duty	707
		Inspector, Light Duty	708
		Inspector, Light Duty	709
		Acetylene-Burner Machine	802
		Air-Compressor Operator	802
		Arc Welder Erect	802
		Arc Welder Flat	802
		Checker, Labor Mat. (Auditor)	802
		Checker, Steel	802
		Guard	802
		Guard (Tower Watchman)	802
		Recorder of Welding Records	802
		Sr. Welding Inspector	802
		Timekeeper	802
		Welder, Arc, Erect and Flat	802
		Welding Supervisor	802
		#	

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Positions Suitable for Persons with Disability of an Arm (13)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Checker Ordnance Material Explosive	903	Double Needle Operator	X01
Chemist Powder and Explosives	903	Driller	X01
		Driller	X01
Inspector Ordnance Material Asst.	905	Drill Runner Pneumatic	X01
Inspector Ordnance Material Junior	905	Engineman	X01
Inspector Ordnance Material Under	905	Engineman Steam	X01
		Extractor Laundry	X01
Diamond Driller	907	Fireman Stationary High Pressure	X01
Drill Runner Diamond Rig	907	Foreman Pipefitter	X01
Drill Runner Helper Diamond Rig	907	Foundry Chipper	X01
Foreman Construction	907	Frame Bender	X01
Helper Operator Core Drill	907	Furnaceman Foundry	X01
Inspector Assistant Core Drilling	907	Galvanizer	X01
Inspector Grouting	907	Gas Cutter and Burner	X01
Oiler Dragline and Shovel	907	Gas Plant Operator	X01
Operator Bulldozer	907	Gate Tender	X01
Operator Bulldozer Diesel	907	Grainer	X01
Operator Compressor	907	Hammer Runner	X01
Operator Concrete Mixer	907	Helper Woodwork	X01
Operator Derrick	907	Holderon	X01
Operator Dragline and Shovel	907	Inspector Assistant Concrete	X01
Operator Dragline Helper	907	Inspector Cement	X01
Operator Mechanical Equip. Core		Instrument Maker	X01
Drill	907	Joiner	X01
Operator Mechanical Equip. Drill Rig	907	Joiner Foundry	X01
Operator Power Shovel Lima	907	Ladleman Foundry	X01
Operator Power Shovel Northwest	907	Laundress	X01
Operator Pump Diesel	907	Laundryman Washer	X01
Operator Pump Gasoline	907	Lead Burner	X01
Operator Stone Finish	907	Letterer	X01
Operator Tractor Carry All Attach.	907	Loftsman	X01
Operator Tractor Crawler Type	907	Machine Operator	X01
Powderman	907	Machine Operator Special	X01
Supervisor Quarry	907	Machinist	X01
		Machinist Helper	X01
		Machinist Inside	X01
		Mangle Hand	X01
Canvas Maker	X01	Mason Brick	X01
Cement Finisher	X01	Mason Stone	X01
Cement Worker	X01	Mechanic Rated 3rd Class in charge	
Classified Laborer	X01	Shop	X01
Classified Laborer	X01	Melter Brass Non-Ferrous Mixtures	X01
Classified Laborer in Patternmaker	X01	Melter Electric Steel Furnace Opr.	X01
Coat Finisher Hand Ironer	X01	Melter Open Hearth	X01
Cooper	X01	Molder	X01
Coppersmith Helper	X01	Operator Sewing Machine	X01
Craneman Electric	X01	Packer	X01
Cupola Tender	X01	Painter	X01
Die Machine Operator	X01	Paint Sprayman	X01
Die Sinker	X01	Patternmaker	X01

Positions Suitable for Persons with Disability of an Arm (13)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Pipefitter	X01	Garageman	R01
Plannerman	X01		
Presser Finish	X01	Heat Treater	R02
Press Operator	X01	Inspector Naval Aviation Stores	R02
Puncher	X01	Temperer	R02
Radioman Mechanic	X01		
Rivet Heater	X01	Laborer Unclassified	R04
Sandblaster Shotblaster Ground	X01		
Saw Filer	X01	Foreman Maintenance Shop General Construction	R05
Shearer	X01		
Shipwright	X01		
Stockman Storekeeper	X01	Leather Worker	R07
Temperer	X01		
Tile and Plate Setter	X01	Munition Worker Female	R09
Tinner Wiper Copper Pipes	X01		
Tool Maker	X01	#Inspector of Hulls & Machinery	R16
Watchman Guard Policeman	X01		
Welder Electric	X01		
Welder Gas	X01		
Wood Calker	X01		
Worker Laundry Unskilled	X01		
Architect	X02		
Chainman	X02		
Electrician Automotive	X02		
Engineer Electrical	X02		
Engineer Mechanical	X02		
Engineer Structural	X02		
Laborer Classified Sheetmetal Shop	X02		
Machinist General	X02		
Mechanic Automotive	X02		
Painter	X02		
Pipefitter	X02		
Pipefitter Helper	X02		
Repairman General	X02		
Rodman	X02		
Storekeeper	X02		
Storekeeper Supply	X02		
Storekeeper Supply Salvage Dept.	X02		
Storekeeper Technical Aviation	X02		
Surveyor Chief of Party	X02		
Surveyor Instrument Man	X02		
Checker	R01		
Checker Inventory	R01		
Draftsman Marine Inside	R01		
Foreman Electrical Installations	R01		
Foreman Pier	R01		

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Positions Suitable for Persons with Disability of Hand (15)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Ashman Power House	101	Inspector Construction Mech.	301
Carpenter Building Trades	101	Inspector Engineering Mat. Ele.	301
Cement Finisher	101	Inspector Engineering Mat. Mech.	301
Craneman	101	Melter Brass	301
Craneman Shop	101	Melter Electric	301
Electrician Shop	101	Plasterer	301
Engineman Power House	101		
Fireman Power House	101	Draftsman Apprentice	303
General Helper	101	Draftsman Assistant	303
Laborer	101	Draftsman Principal	303
Machinist Inside	101	Furnaceman	303
Mason Building Trades	101	Grinder Cylindrical	303
Mill Man	101	Grinder Disk	303
Oiler Power House	101	Grinder Internal	303
Puncher	101	Grinder Surface	303
Roofer Building Trades	101	Photographer	303
Rope Maker	101	Tool Hardener	303
Shearer	101		
Sheetmetal Worker Building Trades	101	Cloth Sponger	304
Shipfitter	101	Examiner Knitted & Woven Articles	304
Tool Maker	101	Inspectors Trainee	304
Trackman Building Trades	101		
Water Tender Power House	101		
Ordnance Man	102	Cartridge Casemaker Annealing	401
		Cartridge Casemaker Large Hyd. P	401
		Cartridge Casemaker Punch Press	401
		Cartridge Casemaker Shaper Hyd. Press	401
Clothing Examiner	201	Cartridge Casemaker Turret Drill	401
Cutter Assistant Custom	201	Electrician Chief	401
Cutter Custom	201	Electrician Leadingman	401
Patternmaker Clothing	201	Electrician Quarterman	401
Spreader Clothing Worker	201	Master Mechanic	401
Textile Inspector	201	Ordnance Worker Fem. Cart. Case Shop	401
Boatbuilder	202		
Core Maker	202		
Drill Press Operator Shop	202		
Driller Shop	202		
Layout Man	202	Anglesmith	501
Milling Machine Operator	202	Architect	501
		Boilermaker	501
		Junior Architect	501
		Sewer	501
Architect	301	Water Tender	501
Buffer and Polisher	301		
Draftsman	301	Checker Under	502
Furnaceman	301	Draftsman	502
Inspector Construction	301		
Inspector Construction Electrical	301		

Positions Suitable for Persons with Disability of Hand (15)

Title of Position	Region & Establishment
#	
Anglesmith	202
Benchman	202
Bench Worker, Hand Metal	202
Hydroblaster, Foundry	202
Saw Filer	202
Apprentice, Mechanical Trades	203
Operator Drill Press	203
Operator Reaming Machine	203
Operator Thread Presses	203
#	
Chauffer	405
Laboratory Mechanic	405
Laboratory Mechanic Assistant	405
Laboratory Mechanic Junior	405
Parachute Repairman	406
Ribstitcher	406
Double Needle Operator	407
Draftsman	407
Electrician Shop	407
Elevator Opr., Inside Mach. Shop	407
Elevator Opr., Supply Shop	407
Engineering Draftsman Aide	407
Engineering Draftsman Apprentice	407
Engineering Draftsman Chief	407
Foreman Maintenance	407
Hammer Runner	407
Letterer and Grainer	407
Painter	407
Plasterer	407
Roofer	407
Shipfitter, Shop	407
Storekeeper	407
Storekeeper Assistant	407
Storekeeper Junior	407
Storekeeper Under	407
Trackman	407
#	

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Positions Suitable for Persons with Disability of Hand (15)

Title of Position	Region & Establishment
Aircraft Maint. Super Jr. Asst.	601
Aircraft Painter Series	601
Aircraft Sheetmetal Worker Bench	601
Chief of Plant Production	601
Clerk Jr. Property and Supply	601
Engineman Janitor	601
Foreman Carpenter Shop	601
Foreman General Mechanic	601
Foreman Leather & Canvas Worker	601
Mechanic Sr. Aerial Photo Camera	601
Photolithographic Reproducers Helper	601
Storekeeper Light Duty	601
Carpenter Shop	603
Driver Truck Heavy Duty	603
Engineman Derrickboat	603
Operator Jack Hammer	603
Operator Tractor	603
Cabinet Maker	604
Cabinet Maker Master	604
Checker Clerical	604
Checker Clerical Junior	604
Checker Clerical Under	604
Checker Heavy Duty	604
Checker Heavy Duty Junior	604
Checker Heavy Duty Under	604
Examiner Clothing	604
Foreman Packer	604
Inspector Miscellaneous Supplies	604
Inspector Stoves and Ranges	604
Inspector Tents and Clothing	604
Inspector Textile and Tentage	604
Truck Dispatcher	604
Draftsman Under Engineering	605
Engineman Steam Electric	605
Fireman Stationary Boiler High Press.	605
Mechanic Special Auto Body Builder	605
Drill Runner	606
Drill Runner Helper	606
Buffer	607
Mechanics Helper General	607
Overseer Plant Electroplating	607
Polisher	607
Foreman General	608
Inspector Levee & Embankment	611
Inspector Powder & Explosives	613
Operator Junior Coal Unloader	617
Storekeeper Motor Parts Special.	618
Adjuster Belt	701
Assistant Production Estimator	701
Assistant Production Follow Up Man	701
Asst. Production Route Sheet Writer	701
Boss Gang Mech. Trades	701
Foreman & Asst. Department	701
Foreman & Asst. Experimental	701
Foreman & Asst. Ordnance Maint.	701
Foreman & Asst. Planning	701
Foreman Artillery Maint.	701
Foreman Assembly Recuperator	701
Foreman Assistant General	701
Foreman Blueprint	701
Foreman Construction & Maint.	701
Foreman Pattern	701
Girl Shop	701
Inspector Artillery Maint.	701
Keeper Material	701
Operator Elevator	701
Operator Water Filter	701
Saw Filer	701
Subinspector Small Arms Maint.	701
Foreman Footwear	702
Foreman Textiles	702
Chief Mechanic Foreman	703
Fuel Overseer	703
Labor Foreman	703
Sanitary Engineer	703
Sheetmetal Foreman	703
Elevator Operator	704
Storekeeper	704
#Inspector, Light Duty	706
#Inspector, Light Duty	707
#Inspector, Light Duty	708
#Inspector, Light Duty	709
Assistant Clerk	801

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Positions Suitable for Persons with Disability of Hand (15)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Checkers	801	Supervisor Quarry	907
Storekeeper	801		
Sub Inspector Ordnance Material	801	Canvas Maker	X01
Timekeeper	801	Cement Finisher	X01
#		Cement Worker	X01
Acetylene-Burner Machine	802	Classified Laborer	X01
Air-Compressor Operator	802	Classified Laborer	X01
Arc Welder Erect	802	Classified Laborer in Pattern-	
Arc Welder Flat	802	maker	X01
Checker, Labor Material (Auditor)	802	Coat Finisher Hand Ironer	X01
Checker, Steel	802	Cupola Tender	X01
Guard	802	Die Machine Operator	X01
Guard (Tower Watchman)	802	Extractor Laundry	X01
Recorder of Welding Records	802	Foreman Pipefitter	X01
Sr. Welding Inspector	802	Furnaceman Heater	X01
Timekeeper	802	Gas Plant Operator	X01
Welder, Arc, Erect and Flat	802	Gate Tender	X01
Welding Supervisor	802	Inspector Assistant Concrete	X01
#		Inspector Cement	X01
Automobile Operator Chauffer	901	Laundryman Washer	X01
Sewage Disposal Plant Worker	901	Lead Burner	X01
		Machine Operator	X01
Checker Ordnance Material Explo.	903	Operator Sewing Machine	X01
Chemist Powder and Explosives	903	Packer	X01
		Plannerman	X01
Inspector Ordnance Mat. Assistant	905	Radioman Mechanic	X01
Inspector Ordnance Material Jr.	905	Rivet Heater	X01
Inspector Ordnance Material Minor	905	Sandblaster Shotblaster Ground	X01
		Stockman Storekeeper	X01
Diamond Driller	907	Temperer	X01
Drill Runner Diamond Rig	907		
Drill Runner Helper Diamond Rig	907	Chainman	X02
Foreman Construction	907	Engineer Electrical	X02
Helper Operator Core Drill	907	Engineer Mechanical	X02
Inspector Asst. Core Drilling	907	Engineer Structural	X02
Inspector Grouting	907	Laborer Classified Sheet Metal S.	X02
Oiler Dragline and Shovel	907	Rodman	X02
Operator Bulldozer	907	Storekeeper	X02
Operator Bulldozer Diesel	907	Storekeeper Supply	X02
Operator Compressor	907	Storekeeper Technical Aviation	X02
Operator Concrete Mixer	907	Surveyor Chief of Party	X02
Operator Derrick	907	Surveyor Instrument Man	X02
Operator Dragline and Shovel	907		
Operator Dragline Helper	907	Automotive Mechanic	R01
Operator Mech. Equip. Core Drill	907	Carpenter Ship Joiner	R01
Operator Mech. Equip. Drill Rig.	907	Checker	R01
Operator Power Shovel Lima	907	Checker Inventory	R01
Operator Power Shovel Northwest	907	Classified Laborer Dock Seaman	R01
Operator Pump Diesel	907	Deckhand	R01
Operator Pump Gasoline	907	Draftsman Marine Inside	R01
Operator Stone Finish	907	Foreman Electrical Installations	R01
Operator Tractor Carry All Attach.	907	Foreman Pier	R01
Operator Tractor Crawler Type	907	Garageman	R01
Powderman	907	Gas Cutter or Burner	R01

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Positions Suitable for Persons with Disability of Hand (15)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Machinist Production	R01	Machinist Maintenance	R03
Marine Engineman	R01	Machinist Outside	R03
Marine Fireman	R01	#Ordnanceman	R03
		Patternmaker Wood	R03
Aircraft Instrument Mechanic	R02	Puncher and Shearer	R03
Aircraft Mechanic General	R02	Rivet Heater	R03
Asst. Storekeeper	R02	Sailmaker	R03
Die Machine Operator	R02	Shipwright	R03
Double Needle Operator	R02	Trackman	R03
Grinder Operator	R02	#Watch & Chronometer Repairer	R03
Heat Treater	R02		
Helper Sandblast Machine Operator	R02	Fireman Power Plant Oil Fired	R04
Inspector Naval Aviation Stores	R02	Hammer Runner	R04
Junior Storekeeper	R02	Hook Tender	R04
#Laborer (Sorting bolts, nuts & screws)	R02	Laborer Unclassified	R04
Metalsmith Aviation	R02	Ship Scaler	R04
Metal Sprayer	R02		
Painter Aircraft Finish & Insignia	R02	Foreman Maint.Shop Gen. Construct.	R05
Parachute Repairman	R02	Roofer	R05
Patternmaker Plaster	R02	Saw Filer	R05
Principal Storekeeper	R02		
Radio Repairman	R02	Aircraft Armament Mechanic	R07
Sandblaster	R02	Leather Worker	R07
Senior Safety Inspector	R02		
Sewer	R02	Diamond Drill Operator	R08
Temperer	R02		
Toolmaker	R02	Helper Instrument Maker	R09
Upholsterer	R02	Munition Worker Female	R09
Wireworker Aviation	R02	#	
		Inspector Army Ordnance Material	R11
Calker and Chipper Iron	R03		
Compositor	R03	Inspector of Ordnance Mat.,Bench	R12
Coppersmith	R03	Inspector of Ordnance Material,	
Coremaker	R03	Roving	R12
Drop Forger Heavy	R03		
Drop Forger Light	R03	Inspector of Ordnance Material	R13
Electrician Radio	R03		
Foreman Power Plant	R03	Inspector of Ordnance Materials	R14
Furnaceman	R03		
Letterer and Grainer	R03	Engineman, Diesel Electric	R15
Loftsman	R03	Ordnanceman	R15
Machine Operator	R03		
		Inspector of Hulls & Machinery	R16
		#	

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Positions Suitable for Persons with Disability of Fingers (17)

Title of Position	Region & Establishment
Carpenter Building Trades	101
Cement Finisher Building Trades	101
Craneman	101
Craneman Shop	101
Electrician Shop	101
Engineman Power House	101
Fireman Power House	101
General Helper	101
Laborer	101
Machinist Inside	101
Mason Building Trades	101
Mill Man	101
Oiler Power House	101
Puncher	101
Roofer Building Trades	101
Rope Maker	101
Shearer	101
Sheetmetal Worker Building Trades	101
Shipfitter	101
Tool Maker	101
Trackman Building Trades	101
Water Tender Power House	101
Ordnance Man	102
Clothing Examiner	201
Cutter Assistant Custom	201
Cutter Custom	201
Cutter Head Custom	201
Patternmaker Clothing	201
Presser Hand	201
Spreader Clothing Worker	201
Textile Inspector	201
Core Maker	202
Drill Press Operator Shop	202
Driller Shop	202
Layout Man	202
Milling Machine Operator	202
Pattern Maker	202
Planer Machine Operator	202
Punch Machine Operator	202
Spot Welders	202
Welder Electric	202
Welder Oxyacetylene	202

Title of Position	Region & Establishment
Architect	301
Boatbuilder	301
Buffer and Polisher	301
Compositor	301
Draftsman	301
Furnaceman	301
Inspector Construction	301
Inspector Construction Electric.	301
Inspector Construction Mech.	301
Inspector Engineering Mat. Ele.	301
Inspector Engineering Mat. Mech.	301
Instrument Maker	301
Melter Brass	301
Melter Electric	301
Pattern Maker	301
Plasterer	301
Shipwright	301
Electrician Aircraft Radio	302
Electrician Aircraft Radio Help.	302
Draftsman Apprentice	303
Draftsman Assistant	303
Draftsman Principal	303
Furnaceman	303
Grinder Cylindrical	303
Grinder Disk	303
Grinder Internal	303
Grinder Surface	303
Instrument Maker	303
Instrument Maker Helper	303
Instrument Maker Junior	303
Photographer	303
Photographer Helper	303
Plumber	303
Tool Hardener	303
Cloth Sponger	304
Examiner Knitted & Woven Art.	304
Inspector of Clothing	304
Inspectors Trainee	304
Boilermakers Helper	401
Cartridge Casemaker Annealer	401
Cartridge Casemaker Annealing	401
Cartridge Casemaker Hyd. Press	401
Cartridge Casemaker Large Hyd. P	401
Cartridge Casemaker Punch Press	401

Positions Suitable for Persons with Disability of Fingers (17)

Title of Position	Region & Establishment
#	
Anglesmith	202
Benchman	202
Bench Worker, Hand Metal	202
Bending-Roll Operator	202
Cupola Tender	202
Foundry Chipper	202
Frame Bender	202
Furnaceman Foundry	202
Hydroblaster, Foundry	202
Painter, Ship	202
Pipe Coverer and Insulator, Shop	202
Press-cutting Machine Operator	202
Saw Filer	202
Shipwright	202
#	

Title of Position	Region & Establishment
#	
Apprentice, Mechanical Trades	203
Classified Laborer	203
Munitions Handler	203
Operator Automatic Screw Machine	203
Operator Drill Press	203
Operator Punch Press Machine	203
Operator Reaming Machine	203
Operator Spring Making-Machine	203
Operator Thread Presses	203
Pickling Operator	203
Pressman Operator, Explosive Handler	203
Tetryl Blender Operator	203
Tetryl Dissolver Operator	203
Tetryl Nitrator Opr., Explosive Handler	203
Welder, Electric	203
Welder, Oxyacetylene	203
#	

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Disability of Fingers (17)

Title of Position	Region & Establishment
Cartridge Casemaker Shaper Hyd. P.	401
Cartridge Casemaker Turret Drill	401
Electrician Chief	401
Electrician Leadingman	401
Electrician Quarterman	401
Flange Turner	401
Helper Machinist	401
Joiner	401
Machine Operator Boring Mill	401
Machine Operator Drill Press	401
Machinist Apprentice	401
Machinist Assembly	401
Machinist Production & Maintenance	401
Master Mechanic	401
Metal Roller and Helper	401
Ordnance Worker Female Cart Case S.	401
Anglesmith	501
Architect	501
Boatbuilder	501
Boilermaker	501
Brakeman	501
Calker Wood	501
Carpenter Ship	501
Cement Finisher	501
Cement Worker	501
Chipper and Calker	501
Coppersmith	501
Coppersmith Helper	501
Craneman	501
Craneman Electric	501
Craneman Electric Hammerhead Type	501
Cupola Tender	501
Diver	501
Driller	501
Driller Pneumatic	501
Electrician Cable Splicer	501
Electroplater	501
Engineer Marine	501
Engineman Diesel	501
Engineman Steam	501
Flange Turner	501
Foreman Dredger Suction Pipeline	501
Forger Drop	501
Forger Heavy	501
Forger Light	501
Foundry Chipper	501
Frame Bender	501
Furnaceman	501
Galvanizer	501
Gas Cutter or Burner	501
Hammer Runner	501
Hand Man	501
Heat Treater	501
Hod Carrier	501
Holder On	501
Instrument Maker	501
Joiner	501
Junior Architect	501
Loftsman	501
Machinist Armament	501
Marine Engineman	501
Marine Fireman	501
Mason Brick or Stone	501
Melter Electric	501
Melter Open Hearth	501
Ordnanceman	501
Packer	501
Pipefitter	501
Plasterer	501
Sewer	501
Water Tender	501
Blacksmith	502
Carpenter	502
Carpenter Foreman	502
Checker Under	502
Draftsman	502
Electrician	502
Electrician Sr.	502
Fireman Stationary Boiler	502
Laborer Classified	502
Laborer Unclassified	502
Painter	502
Aircraft Maint. Super Jr. Asst.	601
Bricklayer	601
Chief of Plant Production	601
Clerk Jr. Property and Supply	601
Engineman Janitor	601
Foreman Carpenter Shop	601
Foreman General Mech.	601
Foreman Leather & Canvas Workers	601
Mechanic Sr. Aerial Photo Camera	601
Operator Locomotive Crane	601
Photolithographic Repro. Helper	601

Positions Suitable for Persons with Disability of Fingers (17)

Title of Position	Region & Establishment
#	
Toxic Gas Handler	403
Millman	404
Chauffer	405
Laboratory Mechanic	405
Laboratory Mechanic Assistant	405
Laboratory Mechanic Junior	405
Laboratory Mechanic Under	405
Painter, Finish & Insignia	406
Parachute Repairman	406
Ribstitcher	406
Anglesmith	407
Bricklayer	407
Diver	407
Electrician Ship	407
Electrician Shop	407
Elevator Opr., Inside Machine Shop	407
Elevator Operator, Supply Shop	407
Engineering Draftsman Aide	407
Engineering Draftsman Apprentice	407
Engineering Draftsman Chief	407
Engineer Jr. Operating	407
Engineer Stationary	407
Foreman Maintenance	407
Framebender	407
Gardner	407
Hammer Runner	407
Helper Trainee, Female, Machine Shop	407
Joiner, Supply Shop	407
Letterer and Grainer	407
Loftsman	407
Mason, Brick	407
#	
Mason, Stone	407
Operator Threading Machine	407
Ordnanceman (Supply Shop)	407
Painter	407
Pipefitter, Shop	407
Rigger	407
Rigger Antennae	407
Rigger Arsenal	407
Rivet Heater	407
Roofer	407
Sailmaker	407
Shipfitter, Shop	407
Storekeeper	407
Storekeeper Assistant	407
Storekeeper Junior	407
Storekeeper Under	407
Sweeper	407
Tile Plate Setter	407
Trackman	407
Truck Driver	407
Upholsterer	407
Watertender	407
#	

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Positions Suitable for Persons with Disability of Fingers (17)

Title of Position	Region & Establishment
Storekeeper Light Duty	601
Blacksmith	603
Blacksmiths Helper	603
Boilermaker	603
Boilermakers Helper	603
Carpenter Construction	603
Carpenter Shop	603
Driver Truck Heavy Duty	603
Engineman Derrickboat	603
Operator Jack Hammer	603
Operator Tractor	603
Cabinet Maker	604
Cabinet Maker Master	604
Checker Clerical	604
Checker Clerical Junior	604
Checker Clerical Under	604
Checker Heavy Duty	604
Checker Heavy Duty Jr.	604
Checker Heavy Duty Under	604
Examiner Clothing	604
Foreman Packer	604
Inspector Miscellaneous Supplies	604
Inspector Stoves and Ranges	604
Inspector Tents and Clothing	604
Inspector Textile and Tentage	604
Repairman Stove	604
Truck Dispatcher	604
Draftsman Under Engineering	605
Engineman Steam Electric	605
Fireman Stationary Boiler High Press.	605
Mechanic Auto	605
Mechanic Special Auto Body Builder	605
Drill Runner	606
Drill Runner Helper	606
Buffer	607
Mechanics Helper General	607
Overseer Plant Electroplating	607
Polisher	607
Foreman General	608
Inspector Engineer. Materials Mech.	610
Inspector of Engineering	610
Inspector Levee & Embankment	611
Inspector Powder and Explosives	613
Operator Jr. Coal Unloader	617
Storekeeper Motor Parts Special.	618
Asst. Production Estimator	701
Asst. Production Follow Up Man	701
Asst. Production Route Sheet Writer	701
Boss Gang Mechanical Trades	701
Foreman & Asst. Department	701
Foreman & Asst. Experimental	701
Foreman & Asst. Ordnance Maint.	701
Foreman & Asst. Planning	701
Foreman Artillery Maint.	701
Foreman Assembly Recuperator	701
Foreman Asst. General	701
Foreman Blueprint	701
Foreman Construction & Maint.	701
Foreman Pattern	701
Girl Shop	701
Inspector Artillery Maint.	701
Inspector Shop	701
Instrument Maker	701
Keeper Material	701
Operator Air Compressor	701
Operator Elevator	701
Operator Water Filter	701
Saw Filer	701
Subinspector Small Arms Maint.	701
Truck Driver Heavy Duty	701
Foreman Footwear	702
Foreman Textiles	702
Carpenter Helper	703
Chief Mech. Foreman	703
Fuel Overseer	703
Jr. Checker	703
Labor Foreman	703
Sanitary Engineer	703
Sheetmetal Foreman	703
Elevator Operator	704
Storekeeper	704
#	
Inspector, Light Duty	706
Inspector, Light Duty	707
Inspector, Light Duty	708
Inspector, Light Duty	709
#	

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Disability of Fingers (17)

Title of Position	Region & Establishment
Assistant Clerk	801
Checkers	801
Storekeeper	801
Sub Inspector Ordnance Material	801
Timekeeper	801
Automobile Operator Chauffer	901
Sewage Disposal Plant Worker	901
Checker Ordnance Material Explosive	903
Chemist Powder and Explosives	903
Inspector Ordnance Mat. Assistant	905
Inspector Ordnance Material Jr.	905
Inspector Ordnance Material Minor	905
Diamond Driller	907
Drill Runner Diamond Rig	907
Drill Runner Helper Diamond Rig	907
Foreman Construction	907
Helper Operator Core Drill	907
Inspector Asst. Core Drilling	907
Inspector Grouting	907
Oiler Drag Line and Shovel	907
Operator Bulldozer	907
Operator Bulldozer Diesel	907
Operator Compressor	907
Operator Concrete Mixer	907
Operator Derrick	907
Operator Dragline and Shovel	907
Operator Dragline Helper	907
Operator Mechanical Equip. Core Drill	907
Operator Mech. Equip. Drill Rig	907
Operator Power Shovel Lima	907
Operator Power Shovel Northwest	907
Operator Pump Diesel	907
Operator Pump Gasoline	907
Operator Stone Finish	907
Operator Tractor Carry All Attach.	907
Operator Tractor Crawler Type	907
Powderman	907
Supervisor Quarry	907
Canvas Maker	X01
Cement Finisher	X01
Cement Worker	X01
Classified Laborer	X01
Classified Laborer	X01
Classified Laborer in Pattern-maker	X01
Coat Finisher Hand Ironer	X01
Cooper	X01
Coopersmith Helper	X01
Craneman Electric	X01
Cupola Tender	X01
Die Machine Operator	X01
Double Needle Operator	X01
Drill Runner Pneumatic	X01
Driller	X01
Driller	X01
Engineman	X01
Engineman Steam	X01
Extractor Laundry	X01
Fireman Stationary High Pressure	X01
Foreman Pipefitter	X01
Foundry Chipper	X01
Frame Bender	X01
Furnaceman Foundry	X01
Furnaceman Heater	X01
Galvanizer	X01
Gas Cutter and Burner	X01
Gas Plant Operator	X01
Gate Tender	X01
Grainer	X01
Hammer Runner	X01
Helper Woodwork	X01
Hod Carrier	X01
Holderon	X01
Inspector Asst. Concrete	X01
Inspector Cement	X01
Instrument Maker	X01
Joiner	X01
Joiner Foundry	X01
Ladleman Foundry	X01
Laundress	X01
Laundryman Washer	X01
Lead Burner	X01
Letterer	X01
Loftsman	X01
Machine Operator	X01
Machine Operator Special	X01
Machinist	X01
Machinist Helper	X01
Machinist Inside	X01
Mangle Hand	X01
Mason Brick	X01

Positions Suitable for Persons with Disability of Fingers (17)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
#			
Air-Compressor Operator	802		
Arc Welder Erect	802		
Arc Welder Flat	802		
Blacksmith	802		
Burner Acetylene	802		
Checker, Labor Material (Auditor)	802		
Checker, Steel	802		
Crane Operator	802		
Draftsman Engineering Aide	802		
Draftsman Engineering (Ship)	802		
Guard	802		
Guard (Tower Watchman)	802		
Recorder of Welding Records	802		
Rigger (Director of Crane Opr.)	802		
Sr. Welding Inspector	802		
Student Welder	802		
Template Maker, Wooden Patterns	802		
Timekeeper	802		
Tracer, Draftsman Office	802		
Welder, Arc, Erect and Flat	802		
Welding Supervisor	802		
#			

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Disability of Fingers (17)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Mason Stone	X01	Storekeeper Technical Aviation	X02
Mechanic Rated 3rd Cl. in Charge S.	X01	Surveyor Chief of Party	X02
Melter Brass Non-Ferrous Mixtures	X01	Surveyor Instrument Man	X02
Melter Electric Steel Furnace Opr.	X01		
Melter Open Hearth	X01		
Molder	X01		
Operator Sewing Machine	X01	Automotive Mechanic	R01
Packer	X01	Carpenter Ship Joiner	R01
Painter	X01	Checker	R01
Paint Sprayman	X01	Checker Inventory	R01
Patternmaker	X01	Classified Laborer Dock Seaman	R01
Pipefitter	X01	Crane & Lift Truck Operator	R01
Plannerman	X01	Deckhand	R01
Presser Finish	X01	Draftsman Marine Inside	R01
Press Operator	X01	Foreman Electrical Install.	R01
Puncher	X01	Foreman Pier	R01
Radioman Mechanic	X01	Garageman	R01
Rivet Heater	X01	Gas Cutter or Burner	R01
Sandblaster Shotblaster Ground	X01	Machinist Production	R01
Saw Filer	X01	Marine Engineman	R01
Shearer	X01	Marine Fireman	R01
Shipwright	X01	Oiler Marine	R01
Stockman Storekeeper	X01	Packer	R01
Temperer	X01	Painter	R01
Tile and Plate Setter	X01	Pipefitter	R01
Tinner Wiper Copper Pipes	X01	Senior Crane & Lift Truck Opr.	R01
Tool Maker	X01	Sheetmetal Worker	R01
Watchman Guard Policeman	X01	Shipfitter Helper	R01
Welder Electric	X01	Welder Electric	R01
Welder Gas	X01	Welder Gas Burner	R01
Wood Calker	X01		
Worker Laundry Unskilled	X01	Aircraft Instrument Mechanic	R02
		Aircraft Mechanic General	R02
Architect	X02	Asst. Storekeeper	R02
Chainman	X02	Die Machine Operator	R02
Electrician Automotive	X02	Double Needle Operator	R02
Engineer Electrical	X02	Grinder Operator	R02
Engineer Mechanical	X02	Heat Treater	R02
Engineer Structural	X02	Helper Sandblast Machine Opr.	R02
Laborer Classified Sheetmetal	X02	Inspector Naval Aviation Stores	R02
Machinist General	X02	Junior Storekeeper	R02
Mechanic Automotive	X02	Metalsmith Aviation	R02
Painter	X02	Metal Sprayer	R02
Pipefitter	X02	Painter Aircraft Finish & Insig.	R02
Pipefitter Helper	X02	Parachute Repairman	R02
Repairman General	X02	Patternmaker Plaster	R02
Rodman	X02	Principal Storekeeper	R02
Storekeeper	X02	Radio Repairman	R02
Storekeeper Supply	X02	Sandblaster	R02
Storekeeper Supply Salvage Dept.	X01	Sr. Safety Inspector	R02

Positions Suitable for Persons with Disability of Fingers (17)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Sewer	R02	Dragline Operator	R05
Temperer	R02	Foreman Maint.Shop Gen.Construct.	R05
Toolmaker	R02	Painter Automobile	R05
Upholsterer	R02	Roofer	R05
Wireworker Aviation	R02	Saw Filer	R05
Calker and Chipper Iron	R03	Aircraft Armament Mechanic	R07
Compositor	R03	Leather Worker	R07
Coppersmith	R03		
Coremaker	R03	Diamond Drill Operator	R08
Drop Forger Heavy	R03		
Drop Forger Light	R03	Helper Instrument Maker	R09
Electrician Radio	R03	Munition Worker Female	R09
Foreman Power Plant	R03		
Furnaceman	R03	Rigger Antennae	R10
Letterer and Grainer	R03	#	
Loftsman	R03	Inspector Army Ordnance Mat.	R11
Machine Operator	R03		
Machinist Maintenance	R03	Inspector of Ordnance Mat.	R13
Machinist Outside	R03		
#Ordnanceman	R03	Inspector of Ordnance Mat.	R14
Patternmaker Wood	R03		
Pipecoverer	R03	Engineman, Diesel Electric	R15
Puncher and Shearer	R03	Fireman Stationary Steam Boiler	R15
Riveter	R03	Motor Grader Operator	R15
Rivet Heater	R03	Ordnanceman	R15
Sailmaker	R03		
Shipwright	R03	Inspector of Hulls and Mach.	R16
Tile Plate Setter	R03	#	
Trackman	R03		
#Watch & Chronometer Repairer	R03		
Compressor Operator	R04		
Crane Operator	R04		
Fireman Power Plant Oil Fired	R04		
Hammer Runner	R04		
Hook Tender	R04		
Laborer Unclassified	R04		
Pump and Compressor Operator	R04		
Ship Scaler	R04		

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Positions Suitable for Persons with Disability of Leg (18)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Craneman Shop	101	Metal Cutters	202
Electrician Shop	101	Milling Machine Operator	202
Gas Cutter and Burner Shop	101	Pattern Maker	202
Machinist Inside	101	Planer Machine Operator	202
Mill Man	101	Punch Machine Operator	202
Puncher	101	Shaper Machine Operator	202
Rope Maker	101	Sheetmetal Worker Bench	202
Sailmaker Shop	101	Shipfitter	202
Shearer	101	Turret Lathe Operator	202
Sheetmetal Worker Shop	101		
Toolmaker	101		
Welder Electric Shop	101		
Welder Gas Shop	101	Architect	301
		Bench Molder	301
Ordnance Man	102	Compositor	301
		Draftsman	301
		Foreman Fire and Police	301
		Gas Burner or Cutter	301
Baster	201	Hammer Runner	301
Buttonhole Maker Hand	201	Inspector Construction	301
Cleaner Clothing Worker	201	Inspector Construction Electric.	301
Clothing Examiner	201	Inspector Construction Mech.	301
Clothsponger	201	Inspector Engineering Mat. Ele.	301
Coat Operator	201	Inspector Engineering Mat. Mech.	301
Coat Sewing Machine Operator	201	Instrument Maker	301
Cutter	201	Job Printer	301
Cutter Assistant Custom	201	Joiner Shop	301
Cutter Custom	201	Linotype Operator	301
Cutter Head Custom	201	Machine Operator Drill Press	301
Cutting Machine Operator	201	Machine Operator Power Hack Saw	301
Double Needle Sewing Machine Opr.	201	Machinist	301
Marker	201	Millman	301
Patternmaker Clothing	201	Ordnanceman	301
Pocket Maker Sewing Mach. Operator	201	Pattern Maker	301
Presser Hand	201	Sewer	301
Seamstress Hand	201	Tool Maker	301
Textile Inspector	201		
Trouser Finisher	201	Aircraft Instrument Mech. Helper	302
Trouser Operator	201	Aircraft Instrument Mechanic	302
Trouser Sewing Machine Operator	201	Electrician Aircraft Radio	302
		Electrician Aircraft Radio Help.	302
Bending Machine Operator	202	Jr. Inspector Engineering Mat.	
Bumping Machine Operator	202	Aero.	302
Core Maker	202		
Cutter or Burner Gas	202	Apprentice Mech. Time Fuse Fem.	303
Driller Shop	202	Assembler Female	303
Drill Press Operator Shop	202	Assistant Lab. Aid Female	303
Engine Lathe Operator	202	Checker Shop	303
Joiner Shop	202	Draftsman Apprentice	303
Layout Man	202	Draftsman Assistant	303

Disability of Leg (18)

Title of Position	Region & Establishment
#	
Anglesmith	202
Benchman	202
Bench Worker, Hand Metal	202
Bending-Roll Operator	202
Boiler-Maker	202
Die Sinker	202
Electrician Shop	202
Instrument Assembler	202
Lay-out and Marking	202
Lead Burner, Shop	202
Optical Worker	202
Painter, Shop	202
#	
Pipe Coverer & Insulator, Shop	202
Puncher, Sheet Metal Shop	202
Sailmaker, Canvas Worker	202
Saw Filer	202
Tool Maker	202
Upholsterer	202
Welder, Acetylene	202
Apprentice, Mechanical Trades	203
Bench Assembler	203
Classified Laborer, Sprayer	203
Cup Filler	203
Cup Plate Filler	203
Explosive Opr., Laborer	203
Flare Parachute Assembler	203
Inspector Machine Shop	203
Mechanical Time Fuse Opr.	203
Operator Automatic Screw Machine	203
Operator Drill Press	203
Operator Punch Press Machine	203
Operator Reaming Machine	203
Operator Spring Making-Machine	203
Operator Thread Presses	203
Primer Assembler	203
Primer Inserter	203
Sheetmetal Worker	203
Shellacker	203
Sign Painter	203
Threading Machine Operator	203
Tool Grinder Operator	203
Tool Maker	203
#	

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Disability of Leg (18)

Title of Position	Region & Establishment
Draftsman Principal	303
Gauge Checker	303
Gauge Checker Helper	303
Grinder Cylindrical	303
Grinder Disk	303
Grinder Internal	303
Grinder Surface	303
Instrument Maker	303
Instrument Maker Helper	303
Instrument Maker Junior	303
Junior Engineering Aid	303
Junior Lens Grider	303
Layoutman Photolithographic	303
Layoutman Photolithographic Helper	303
Lens Grinder	303
Machine Adjuster	303
Machine Operator Draw Press	303
Machine Operator Forming Press	303
Machine Opr. Metal Cart. Case Shop	303
Machine Operator Punch Press	303
Machinist	303
Moveman	303
Operative Mech. Time Fuse Female	303
Operator Graduating & Engraving M.	303
Operator Machine Wood	303
Optical Glass Grinder & Polisher	303
Optical Parts Inspector	303
Photographer	303
Photographer Helper	303
Photolithographic Bookbinder	303
Photolithographic Bookbinder Helper	303
Photolithographic Platemaker Zinc	303
Precision Optical Worker	303
Precision Optical Worker Helper	303
Tool Hardener	303
Under Engineering Aid Female	303
Watch & Chronometer Repairmer	303
Buttonhole Maker Male	304
Checker Jr.	304
Embroidress Hand	304
Examiner Inspector Miscell. Supplies	304
Examiner Knitted & Woven Articles	304
Inspectors Trainee	304
Operator Seamstress Hand	304
Operator Sewer	304
Operators Helper Trimmer	304
Pocket Setter and Maker	304
Sewing Machine Machinists Helper	304
Sewing Machinist	304
Tailor Dress Coat Maker	304
Tailor General	304
Tailor Hand Buttonhole Maker	304
Cartridge Casemaker Finisher	401
Cartridge Casemaker Turret Drill	401
Electrician Chief	401
Electrician Leadingman	401
Electrician Quarterman	401
Machine Operator Boring Mill	401
Machine Operator Drill Press	401
Machinist Apprentice	401
Machinist Assembly	401
Machinist Production & Maint.	401
Optical Glass Grinder & Polisher	401
Optical Instrument Assembler	401
Optical Parts Inspector	401
Optical Polish & Wax Mixer	401
Ordnance Worker Female Optical Shop	401
Ordnance Worker Male Female Mach.	401
Patternmaker Apprentice	401
Ordnanceman 1st 2nd 3rd Class	402
Ordnance Worker Female	402
Anglesmith	501
Architect	501
Coppersmith	501
Coppersmith Helper	501
Craneman	501
Craneman Electric	501
Craneman Electric Hammerhead Type	501
Driller	501
Electroplater	501
Engineman Diesel	501
Galvanizer	501
Hammer Runner	501
Instrument Maker	501
Job Printer	501
Junior Architect	501
Millman	501
Molder	501
Operator Gas Plant	501
Operator Special Machine	501

Disability of Leg (18)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
		#	
		Gas Mask Assembler	403
		Gas Mask Tester	403
		Glass Blower	403
		Glass Blower Apprentice	403
		Operator Gas Mask Machine	403
		Sewing Machine Operator	403
		Model Makers	404
		Electrician	405
		Laboratory Mechanic	405
		Laboratory Mechanic Assistant	405
		Laboratory Mechanic Jr.	405
		Painter, Finish & Insignia	406
		Ribstitcher	406
		Wireworker Aviation	406
		Die Cutter	407
		Die Sinker	407
		Double Needle Operator	407
		Draftsman	407
		Elevator Opr., Inside Mach. S.	407
		Elevator Operator, Supply Shop	407
		Engineering Draftsman Aide	407
		Engineering Draftsman Apprentice	407
		Engineering Draftsman Chief	407
		Helper Trainee, Fem., Mach. S.	407
		Joiner, Supply Shop	407
		Loftsman	407
		Operator Threading Machine	407
		Ordnanceman (Supply Shop)	407
		Sailmaker	407
		Upholsterer	407
		#	

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Disability of Leg (18)

Title of Position	Region & Establishment
Optical Parts Inspector	501
Patternmaker	501
Press Operator	501
Puncher	501
Sailmaker	501
Sewer	501
Shearer	501
Sheetmetal Worker	501
Toolmaker	501
Blacksmith	502
Checker Under	502
Draftsman	502
Fireman Stationary Boiler	502
Instrument Repairman	502
Machine Operator	502
Machinist	502
Operator Machine	502
Operator Sewing Machine Power	502
Optical Instrument Assembler	502
Optical Instrument Finisher	502
Optical Parts Inspector	502
Saw Filer	502
Watch & Chronometer Repairer	502
Aircraft Maint. Super Jr. Asst.	601
Aircraft Radio Mechanic Bench	601
Aircraft Sheetmetal Worker Bench	601
Chief of Plant Production	601
Clerk Jr. Property and Supply	601
Foreman Carpenter Shop	601
Foreman General Mechanic	601
Mechanic Radio	601
Mechanic Sr. Aerial Photo Camera	601
Pattern Maker	601
Pattern Maker Sr.	601
Photolithographic Reproducers Help	601
Storekeeper Light Duty	601
Aircraft Engine Mech. Bench	602
Blacksmith	603
Blacksmiths Helper	603
Boilermaker	603
Boilermakers Helper	603
Carpenter Shop	603
Machinist Production	603
Operator Tractor	603
Checker Clerical	604
Checker Clerical Junior	604
Checker Clerical Under	604
Examiner Clothing	604
Foreman Packer	604
Harness Cutter	604
Harness Maker	604
Inspector Leather	604
Inspector Stoves and Ranges	604
Inspector Tents and Clothing	604
Inspector Textile and Tentage	604
Inspector Wood Products	604
Repairman Stove	604
Saddlemaker	604
Truck Dispatcher	604
Draftsman Under Engineering	605
Engineering Aid Office	605
Mechanic Special Auto Body Builder	605
Drill Runner	606
Drill Runner Helper	606
Mechanics Helper General	607
Overseer Plant Electroplating	607
Foreman General	608
Inspector Engineering Mat. Mech.	610
Inspector of Engineering	610
Operator Junior Coal Unloader	617
Storekeeper Motor Parts Specialist	618
Armorer	701
Armorer Traveling S. A. Maint.	701
Assembler Small Arms and Equipment	701
Assembler Tank and Tractor	701
Assembler Vel. Shop	701
Asst. Production Route Sheet Writ.	701
Attendant Switchboard	701
Benchman Machinist	701
Benchman Small Arms & Equipment	701
Blacksmith	701
Boilermaker	701
Boss Gang Mech. Trades	701
Boy Shop	701

Disability of Leg (18)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
#			
Inspector, Light Duty	706		
Inspector, Light Duty	707		
Inspector, Light Duty	708		
Inspector, Light Duty	709		
#			
#			
Air-Compressor Operator	802		
Blacksmith	802		
Checker, Labor Material (Auditor)	802		
Checker, Steel	802		
Draftsman Engineering Aide	802		
Draftsman Engineering (Ship)	802		
Guard (Tower Watchman)	802		
Recorder of Welding Records	802		
Test Welder Examiner	802		
Timekeeper	802		
Tracer, Draftsman Office	802		
Welding Supervisor	802		
#			

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Disability of Leg (18)

Title of Position	Region & Establishment
Packer	X01
Paint Sprayman	X01
Patternmaker	X01
Pipecoverer and Insulator	X01
Pipefitter	X01
Plannerman	X01
Puncher	X01
Radioman Mechanic	X01
Rivet Heater	X01
Sailmaker	X01
Sandblaster Shotblaster Ground	X01
Saw Filer	X01
Seamstress	X01
Sewer	X01
Shearer	X01
Stockman Storekeeper	X01
Temperer	X01
Tinner Wiper Copper Pipes	X01
Watch & Chronometer Repairer	X01
Welder Gas	X01
Worker Laundry Unskilled	X01
Architect	X02
Engineer Structural	X02
Joiner and Joiner Helper	X02
Laborer Classified Sheetmetal Shop	X02
Repairman General	X02
Sheet Metal Worker	X02
Storekeeper	X02
Storekeeper Supply	X02
Storekeeper Supply Salvage Dept.	X02
Storekeeper Technical Aviation	X02
Welder Gas	X02
Automotive Mechanic	R01
Cable Splicer Rigging Loft	R01
Checker	R01
Checker Inventory	R01
Classified Laborer Dock Seaman	R01
Draftsman Marine Inside	R01
Foreman Pier	R01
Garageman	R01
Machinist Production	R01
Aircraft Fabric Worker	R02
Aircraft Instrument Mechanic	R02
Aircraft Mechanic General	R02
Aircraft Mechanic Motor	R02
Blacksmith	R02
Buffer and Polisher	R02
Die Machine Operator	R02
Die Sinker	R02
Double Needle Operator	R02
Electroplater	R02
Grinder Operator	R02
Heat Treater	R02
Inspector Material Supervisor	R02
Inspector Naval Aviation Stores	R02
#Laborer (sorting bolts, nuts, screws)	R02
Mechanic Bombsight	R02
Metal Sprayer	R02
Metalsmith Aviation	R02
Painter Aircraft Finish & Insignia	R02
Parachute Repairman	R02
Patternmaker Plaster	R02
Principal Storekeeper	R02
Radio Repairman	R02
Ribstitcher	R02
Sewer	R02
Temperer	R02
Toolmaker	R02
Upholsterer	R02
Wireworker Aviation	R02
Compositor	R03
Coppersmith	R03
Coremaker	R03
Drop Forger Heavy	R03
Drop Forger Light	R03
Flange Turner	R03
Foundry Chipper	R03
Helper Job Printer	R03
Job Printer	R03
Letterer and Grainer	R03
Machine Operator	R03
Patternmaker Wood	R03
Pipecoverer and Insulator	R03
Puncher and Shearer	R03
Rivet Heater	R03
Sailmaker	R03
Trackman	R03
Watch & Chronometer Repairer	R03
Compressor Operator	R04
Pump and Compressor Operator	R04
Saw Filer	R05
Inspector of Ordnance	R06

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Disability of Leg (18)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Aircraft Armament Mechanic	R07		
Leather Worker	R07		
Plastic Molder Plexiglass	R07		
Helper Instrument Maker	R09		
Instrument Maker	R09		
Mechanic Instrument Maker	R09		
Munition Worker Female	R09		
Optical Glass Grinder & Polisher	R09		
Optical Glass Plate & Gauge Maker	R09		
Optical Instrument Assembler	R09		
Optical Instrument Finisher	R09		
Optical Instrument Maker	R09		
Optical Parts Inspector #	R09		
Inspector Army Ordnance Material	R11		
Inspector of Ordnance Material, Bench	R12		
Inspector of Ordnance Material, Roving	R12		
Inspector of Ordnance Materials	R13		
Inspector of Ordnance Material	R14		
Engineman, Diesel Electric	R15		
Ordnanceman #	R15		

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Positions Suitable for Persons with Disability or Deformity of Both Legs (19)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Bench Assembler	203		
Draftsman	407		
Elevator Operator, Inside Mach. Shop	407		
Elevator Operator, Supply Shop	407		
Engineering Draftsman Chief	407		
Ordnanceman (Supply Shop)	407		
Watch & Chronometer	R03		
Inspector of Ordnance Mat., Bench	R12		
Inspector of Ordnance Material	R14		

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Disability of Foot (20)

Title of Position	Region & Establishment
#	
Anglesmith	202
Benchman	202
Bench Worker, Hand Metal	202
Boiler-Maker	202
Die Sinker	202
Electrician Shop	202
Instrument Assembler	202
#	
Lay-out and Marking	202
Lead Burner, Shop	202
Optical Worker	202
Painter, Shop	202
Pipe Coverer and Insulator S.	202
Puncher, Sheet Metal Shop	202
Sailmaker, Canvas Worker	202
Saw Filer	202
Tool Maker	202
Upholsterer	202
Welder, Acetylene	202
Apprentice, Mechanical Trades	203
Bench Assembler	203
Classified Laborer, Sprayer	203
Cup Filler	203
Cup Plate Filler	203
Explosive Opr., Laborer	203
Flare Parachute Assembler	203
Inspector Machine Shop	203
Mechanical Time Fuse Operator	203
Operator Automatic Screw Mach.	203
Operator Drill Press	203
Operator Punch Press Machine	203
Operator Reaming Machine	203
Operator Spring-Making Machine	203
Operator Thread Presses	203
Operator Turret Lathe	203
Primer Assembler	203
Primer Inserter	203
Sheetmetal Worker	203
Sign Painter	203
Threading Machine Operator	203
Tool Grinder Operator	203
Tool Maker	203
#	

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Disability of Foot (20)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
		#	
		Gas Mask Assembler	403
		Gas Mask Tester	403
		Glass Blower	403
		Blass Blower Apprentice	403
		Operator Gas Mask Machine	403
		Sewing Machine Operator	403
		Model Makers	404
		Electrician	405
		Laboratory Mechanic	405
		Laboratory Mechanic Assistant	405
		Laboratory Mechanic Junior	405
		Painter, Finish & Insignia	406
		Ribstitcher	406
		Wireworker Aviation	406
		Die Cutter	407
		Die Sinker	407
		Double Needle Operator	407
		Draftsman	407
		Elevator Opr., Inside Machine Shop	407
		Elevator Operator, Supply Shop	407
		Engineering Draftsman Aide	407
		Engineering Draftsman Appren.	407
		Engineering Draftsman Chief	407
		Helper Trainee, Female, Mach. Shop	407
		Joiner, Supply Shop	407
		Loftsman	407
		Operator Threading Machine	407
		Ordnanceman (Supply Shop)	407
		Sailmaker	407
		Upholsterer	407
		#	

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Disability of Foot (20)

Title of Position	Region & Establishment
Toolmaker Sub Eligible	701
Welder Electric	701
Foreman Footwear	702
Foreman Textiles	702
Jr. General Mechanic	702
Seamstress	702
Shoe Repairman	702
Tailor	702
Tent Repairman	702
Textile Examiner	702
Assistant Storekeeper	703
Auto Mechanic	703
Chief Mechanic Foreman	703
Fuel Overseer	703
Helper Auto Mechanics	703
Junior Checker	703
Junior Storekeeper	703
Labor Foreman	703
Mechanic Sr. Gen. Woodworking	703
Refrigeration Mechanic	703
Sanitary Engineer	703
Senior Foreman Auto Mechanics	703
Senior Storekeeper	703
Sheetmetal Foreman	703
Sheetmetal Worker	703
Storekeeper	703
Under Storekeeper	703
Elevator Operator	704
Junior Checker	704
Storekeeper	704
Inspector	705
Assistant Clerk	801
Checkers	801
Chronographer Ammunition Proof Tech.	801
Storekeeper	801
Sub Inspector Female Primer Drop	801
Sub Inspector Mercury Crack	801
Sub Inspector Ordnance Material	801
Sub Inspector Pullet Pull	801
Timekeeper	801
Automobile Operator Chauffer	901
Sewage Disposal Plant Worker	901
Checker Ordnance Material Explo.	903
Chemist Powder & Explosives	903
Inspector Ordnance Mat. Assistant	905
Inspector Ordnance Mat. Junior	905
Inspector Ordnance Mat. Minor	905
Foreman Construction	907
Operator Compressor	907
Operator Pump Diesel	907
Operator Pump Gasoline	907
Operator Stone Finish	907
Supervisor Quarry	907
Classified Laborer in Patternmaker	X01
Coppersmith	X01
Craneman Electric	X01
Die Machine Operator	X01
Double Needle Operator	X01
Extractor Laundry	X01
Foreman Pipefitter	X01
Foundry Chipper	X01
Furnaceman Foundry	X01
Galvanizer	X01
Gate Tender	X01
Grainer	X01
Hammer Runner	X01
Heat Treater	X01
Inspector Cement	X01
Joiner	X01
Joiner Foundry	X01
Ladleman Foundry	X01
Laundress	X01
Laundryman Washer	X01
Lead Burner	X01
Leather Worker Upholsterer	X01
Letterer	X01
Machine Operator	X01
Machine Operator Special	X01
Machinist	X01
Machinist Helper	X01
Machinist Learner Female	X01

Disability of Foot (20)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
		#	
		Air-Compressor Operator	802
		Blacksmith	802
		Checker, Labor Mat. (Auditor)	802
		Checker, Steel	802
		Draftsman Engineering Aide	802
		Draftsman Engineering (Ship)	802
		Guard (Tower Watchman)	802
		Recorder of Welding Records	802
		Test Welder Examiner	802
		Timekeeper	802
		Tracer, Draftsman Office	802
		Welding Instructor	802
		#	
#			
Inspector, Light Duty	706		
Inspector, Light Duty	707		
Inspector, Light Duty	708		
Inspector, Light Duty	709		
#			

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Disability of Foot (20)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Machinist Senior	X01	Foreman Pier	R01
Mangle Hand	X01	Garageman	R01
Millman	X01	Machinist Production	R01
Molder	X01		
Molder Helper	X01		
Operator Sewing Machine	X01	Aircraft Fabric Worker	R02
Optical Glass Grinder & Polisher	X01	Aircraft Instrument Mechanic	R02
Optical Instrument Assembler	X01	Aircraft Mechanic General	R02
Optical Instrument Maker	X01	Aircraft Mechanic Motor	R02
Packer	X01	Blacksmith	R02
Painter	X01	Buffer and Polisher	R02
Paint Sprayman	X01	Die Machine Operator	R02
Patternmaker	X01	Die Sinker	R02
Pipecoverer and Insulator	X01	Double Needle Operator	R02
Pipefitter	X01	Electroplater	R02
Plannerman	X01	Grinder Operator	R02
Puncher	X01	Heat Treater	R02
Radioman Mechanic	X01	Inspector Material Supervisor	R02
Rivet Heater	X01	Inspector Naval Aviation Stores	R02
Sailmaker	X01	#Laborer (Sorting bolts, nuts, screws)	R02
Sandblaster Shotblaster Ground	X01	Mechanic Bombsight	R02
Saw Filer	X01	Metalsmith Aviation	R02
Seamstress	X01	Metal Sprayer	R02
Sewer	X01	Painter Aircraft Finish & Insignia	R02
Shearer	X01	Parachute Repairman	R02
Stockman Storekeeper	X01	Patternmaker Plaster	R02
Temperer	X01	Principal Storekeeper	R02
Tinner Wiper Copper Pipes	X01	Radio Repairman	R02
Watch & Chronometer Repairer	X01	Ribstitcher	R02
Welder Gas	X01	Sewer	R02
Worker Laundry Unskilled	X01	Temperer	R02
Architect	X02	Toolmaker	R02
Engineer Structural	X02	Upholsterer	R02
Joiner and Joiner Helper	X02	Wireworker Aviation	R02
Laborer Classified Sheet Metal S.	X02		
Repairman General	X02		
Sheet Metal Worker	X02	Compositor	R03
Storekeeper	X02	Coppersmith	R03
Storekeeper Supply	X02	Coremaker	R03
Storekeeper Supply Salvage Dept.	X02	Drop Forger Heavy	R03
Storekeeper Technical Aviation	X02	Drop Forger Light	R03
Welder Gas	X02	Flange Turner	R03
		Foundry Chipper	R03
Automotive Mechanic	R01	Helper Job Printer	R03
Cable Splicer Rigging Loft	R01	Job Printer	R03
Checker	R01	Letterer and Grainer	R03
Checker Inventory	R01	Machine Operator	R03
Classified Laborer Dock Seaman	R01	Patternmaker Wood	R03
Draftsman Marine Inside	R01	Pipecoverer and Insulator	R03

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Disability of Foot (20)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Puncher and Shearer	R03		
Rivet Heater	R03		
Sailmaker	R03		
Trackman	R03		
Watch & Chronometer Repairer	R03		
Compressor Operator	R04		
Pump and Compressor Operator	R04		
Saw Filer	R05		
Inspector of Ordnance	R06		
Aircraft Armament Mechanic	R07		
Leather Worker	R07		
Plastic Molder Plexiglass	R07		
Helper Instrument Maker	R09		
Instrument Maker	R09		
Mechanic Instrument Maker	R09		
Munition Worker Female	R09		
Optical Glass Grinder & Polisher	R09		
Optical Glass Plate & Gauge Maker	R09		
Optical Instrument Assembler	R09		
Optical Instrument Finisher	R09		
Optical Instrument Maker	R09		
Optical Parts Inspector	R09		
Inspector Army # Ordnance Material	R11		
Inspector of Ordnance Material, Bench	R12		
Inspector of Ordnance Material, Roving	R12		
Inspector of Ordnance Materials	R13		
Inspector of Ordnance Materials	R14		
Engineman, Diesel Electric	R15		
Ordnanceman	R15		
Inspector of Hulls & Machinery #	R16		

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Positions Suitable for Persons with Disability or Deformity of Feet (22)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Bench Assembler	203		
Draftsman	407		
Elevator Operator, Inside Machine Shop	407		
Elevator Operator, Supply Shop	407		
Engineering Draftsman Chief	407		
Ordnanceman (Supply Shop)	407		
Watch & Chronometer Repairer	R03		
Inspector of Ordnance Material, Bench	R12		
Inspector of Ordnance Material	R14		

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Positions Suitable for Persons with Disability or Deformity of Back (24)

Title of Position	Region & Establishment
Engineman Power House	101
Rope Maker	101
Baster	201
Buttonhole Maker Hand	201
Cleaner Clothing Worker	201
Clothing Examiner	201
Coat Sewing Machine Operator	201
Cutter Assistant Custom	201
Cutter Custom	201
Cutter Head Custom	201
Double Needle Sewing Machine Opr.	201
Patternmaker Clothing	201
Pocket Maker Sewing Machine Opr.	201
Textile Inspector	201
Trouser Finisher	201
Trouser Operator	201
Trouser Sewing Machine Operator	201
Driller Shop	202
Drill Press Operator Shop	202
Layout Man	202
Draftsman Apprentice	303
Draftsman Assistant	303
Draftsman Principal	303
Under Engineering Aid Female	303
Watch and Chronometer Repairer	303
Examiner Inspection Miscell. Supp.	304
Master Mechanic	401
Optical Polish and Wax Mixer	401
Ordnance Worker Male Fem. Machine	401
Ordnanceman 1st 2nd 3rd Class	402
Ordnance Worker Female	402
Instrument Maker	501
Job Printer	501
Optical Parts Inspector	501
Sailmaker	501
Senior Gen. Mech. Refrigeration	501
Sewer	501
Toolmaker	501
Water Tender	501
Optical Instrument Assembler	502
Optical Parts Inspector	502
Saw Filer	502
Watch and Chronometer Repairer	502
Aircraft Maint. Super Jr. Asst.	601
Aircraft Radio Mechanic Bench	601
Chief of Plant Production	601
Foreman General Mechanic	601
Mechanic Sr. Aerial Photo Camera	601
Storekeeper Light Duty	601
Checker Clerical	604
Checker Clerical Junior	604
Checker Clerical Under	604
Foreman Packer	604
Inspector Miscellaneous Supplies	604
Inspector Tents and Clothing	604
Inspector Textile and Tentage	604
Truck Dispatcher	604
Draftsman Under Engineering	605
Engineering Aid Office	605
Overseer Plant Electroplating	607
Foreman General	608
Inspector Ordnance Materials	612
Storekeeper Motor Parts Specialist	618
Attendant Switchboard	701
Benchman Machinist	701
Benchman Small Arms & Equipment	701
Boy Shop	701
Engineman Locomotive	701
Engineman Power Roller	701
Fabric Worker	701
Foreman & Asst. Department	701
Foreman & Asst. Experimental	701

Disability or Deformity of Back (24)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
		#	
		Chauffer	405
		Electrician	405
		Laboratory Mechanic	405
		Laboratory Mechanic Assistant	405
		Laboratory Mechanic Junior	405
		Machinist	405
		Parachute Repairman	406
		Ribstitcher	406
		Wireworker Aviation	406
#			
Benchman	202	Bricklayer	407
Bench Worker, Hand Metal	202	Die Cutter	407
Saw Filer	202	Die Sinker	407
		Double Needle Operator	407
Bench Assembler	203	Draftsman	407
Classified Laborer, Sprayer	203	Elevator Opr., Inside Mach. S.	407
Cup Filler	203	Elevator Operator, Supply Shop	407
Cup Plate Filler	203	Engineering Draftsman Aide	407
Dry-Houseman (Tetryl Explosive)	203	Engineering Draftsman Appren.	407
Explosive Opr., Laborer	203	Engineering Draftsman Chief	407
Mechanical Time Fuse Opr.	203	Engineer Jr. Operator	407
Operator Automatic Screw Machine	203	Engineer Stationary Operator	407
Operator Drill Press	203	Foreman Maintenance	407
Operator Reaming Machine	203	Galvanizer	407
Operator Spring Making Machine	203	Helper, Navigation Instrument Maker	407
Operator Thread Presses	203	Helper Trainee, Female, Machine Shop	407
Primer Assembler	203	Joiner, Supply Shop	407
Primer Inserter	203	Loftsman	407
Shellacker	203	Mason, Brick	407
		Mason, Stone	407
		Operator Threading Machine	407
		Ordnanceman (Supply Shop)	407
		Sailmaker	407
Chemical Plant Operator	403	Shipfitter, Shop	407
Gas Mask Assembler	403	Tile Plate Setter	407
Gas Mask Tester	403	Upholsterer	407
Glass Blower	403	#	
Glass Blower Apprentice	403		
Operator Gas Mask Machine	403		
Sewing Machine Operator	403		
#			

Disability or Deformity of Back (24)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Foreman & Asst. Grinding	701	Inspector Ordnance Material Asst.	905
Foreman & Asst. Hydraulic Press	701	Inspector Ordnance Material Junior	905
Foreman & Asst. Inspection	701	Inspector Ordnance Material Minor	905
Foreman & Asst. Layout	701		
Foreman & Asst. Ordnance Maint.	701	Foreman Construction	907
Foreman & Asst. Planning	701	Inspector Grouting	907
Foreman Apprentice	701	Operator Compressor	907
Foreman Artillery Maintenance	701	Operator Concrete Mixer	907
Foreman Assembly Recuperator	701	Operator Pump Diesel	907
Foreman Assistant General	701	Operator Pump Gasoline	907
Foreman Blueprint	701	Operator Tractor Crawler Type	907
Foreman Pattern	701	Supervisor Quarry	907
Leather Worker Benchman	701		
Leather Worker Special	701		
Moveman	701		
Operator Drawbridge	701	Boatbuilder	X01
Operator Machine Turret Lathe	701	Canvas Maker	X01
Operator Sewing Mach. Cloth Leath	701	Cement Finisher	X01
Operator Tractor Shop	701	Classified Laborer	X01
Operator Water Filter	701	Classified Laborer in Patternmaker	X01
Truck Driver Heavy Duty	701	Coat Finisher Hand Ironer	X01
		Die Machine Operator	X01
Foreman Footwear	702	Double Needle Operator	X01
Foreman Textiles	702	Drill Runner Pneumatic	X01
Seamstress	702	Engineman	X01
Shoe Repairman	702	Engineman Steam	X01
		Extractor Laundry	X01
Fuel Overseer	703	Flange Turner	X01
Sanitary Engineer	703	Foreman Pipefitter	X01
Sheetmetal Foreman	703	Foundry Chipper	X01
		Gas Cutter and Burner	X01
Elevator	704	Gate Tender	X01
		General Foreman Rigger	X01
		Grainer	X01
		Hammer Runner	X01
Assistant Clerk	801	Helper Electrician	X01
Checkers	801	Inspector Assistant Concrete	X01
Chronographer Ammunition Proof		Inspector Cement	X01
Tech.	801	Instrument Maker	X01
Subinspector Mercury Crack	801	Ladleman Foundry	X01
Subinspector Ordnance Material	801	Laundress	X01
Timekeeper	801	Laundryman Washer	X01
		Lead Burner	X01
		Leather Worker Upholsterer	X01
		Letterer	X01
Automobile Operator Chauffer	901	Machine Operator	X01
		Machine Operator Special	X01
Checker Ordnance Mat. Explosive	903	Machinist Helper	X01
Chemist Powder and Explosives	903	Machinist Inside	X01

Disability or Deformity of Back (24)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
		#	
		Draftsman Engineering (Ship)	802
		Guard (Tower Watchman)	802
		Recorder of Welding Records	802
		Timekeeper	802
		Tracer, Draftsman Office	802
		#	
#			
Inspector, Light Duty	706		
Inspector, Light Duty	707		
Inspector, Light Duty	708		
Acetylene-Burner Machine	802		
Air-Compressor Operator	802		
Checker, Labor Material (Auditor)	802		
Checker, Steel	802		
Draftsman Engineering Aide	802		
#			

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Disability or Deformity of Back (24)

Title of Position	Region & Establishment
Machinist Senior	X01
Mangle Hand	X01
Millman	X01
Molder	X01
Operator Sewing Machine	X01
Optical Glass Grinder & Polisher	X01
Optical Instrument Assembler	X01
Optical Instrument Maker	X01
Painter	X01
Paint Sprayman	X01
Patternmaker	X01
Plannerman	X01
Presser Finish	X01
Press Operator	X01
Puncher	X01
Radioman Mechanic	X01
Rivet Heater	X01
Sailmaker	X01
Shearer	X01
Temperer	X01
Tinner Wiper Copper Pipes	X01
Watch & Chronometer Repairer	X01
Watchman Guard Policeman	X01
Worker Laundry Unskilled	X01
Architect	X02
Chainman	X02
Engineer Electrical	X02
Engineer Mechanical	X02
Engineer Structural	X02
Rodman	X02
Storekeeper	X02
Storekeeper Supply	X02
Storekeeper Technical Aviation	X02
Surveyor Chief of Party	X02
Surveyor Instrument Man	X02
Checker Inventory	R01
Draftsman Marine Inside	R01
Foreman Pier	R01
Aircraft Instrument Mechanic	R02
Die Machine Operator	R02
Double Needle Operator	R02
Grinder Operator	R02
Inspector Naval Aviation Stores	R02
#Laborer (Sorting bolts, nuts, screws)	R02
Metal Sprayer	R02
Wireworker Aviation	R02
#Watch & Chronometer Repairer	R03
Inspector of Ordnance	R06
Leather Worker	R07
Helper Instrument Maker	R09
Instrument Maker	R09
Mechanic Instrument Maker	R09
Optical Parts Inspector	R09
#Inspector Army Ordnance Mat.	R11
#Inspector of Ordnance Material Bench	R12
#Inspector of Ordnance Mat.	R13
#Inspector of Ordnance Mat.	R14

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PART III

POSITIONS SUITABLE FOR THE BLIND OR PERSONS WITH VISION DEFECTS

For the purposes of this Manual the Commission has accepted the definition of the blind used by the Services for the Blind of the Office of Education.

"Any person who has not more than 20/200 of visual acuity in the better eye with correcting lenses; or visual acuity greater than 20/200 but with a limitation in the field of vision such that the widest diameter of the visual field subtends an angle no greater than 20 degrees."

The placement of persons who are blind presents very special problems. Two positions are listed in this edition of the Manual as suitable for the blind; however, it is anticipated that as experience is gained in the placement of the blind and further special surveys* of positions are made by the Regional Medical Officers supplements will contain an additional number of positions.

Employers may hesitate to accept blind persons because of industrial risk and personal care, i.e., transportation and guide service which might be necessary for the blind. In "The Employment Security Review", Vol. IX, No. 4, April, 1942, published by the Reports and Analysis Division, Bureau of Employment Security, a report was made of a study by an electrical concern of accidents involving the physically handicapped in the period from 1929 to 1931. It was found that 23.5% of the handicapped group were injured, whereas 39.1% of the control group of non-handicapped persons employed during the same period were injured. Their interpretation of these figures was that greater caution is exercised by the handicapped workers in avoiding accidents and that if carefully placed they are no more and possibly less liable to injury than are the non-handicapped. Often it is unnecessary for the employer to make special provisions for the guide service in and out or around plants since all necessary service of this kind is spontaneously offered by sighted associates and it is unnecessary for the employer to be concerned with this subject. Small groups of positions in sheltered environments, involving repetitive work, were surveyed in Government establishments and were found to have placement potentialities for the blind, but were not coded in the Manual as such because as yet safe transportation for them within the establishment and from the establishment to public thoroughfares has not been established.

*On the recommendation of the Coordinating Committee of the Commission on the placement of the physically handicapped, the Services for the Blind, Office of Education, has prepared a list of suitable processes and jobs being performed by blind persons in private industry, in order that the Commission might investigate similar positions in the government industries to determine placement potentialities for the blind in Federal service.

This list of special positions has been transmitted to the Regional Medical Officers and they have been requested to undertake a survey of similar positions in government industrial establishments in their respective Regions for the purpose of determining placement potentialities for the blind in those establishments. #

Persons with impaired visual acuity if satisfactorily correction, and those who are blind in one eye with good vision in the other, represent a very important group with the placement potentialities as far as government is concerned. Many of the persons with impaired visual acuity with satisfactory correction fall into the so-called "industrially blind" class (that is, 48.9 to 63.8% visual efficiency with correction). Since it is questionable whether or not one-eyed persons develope a true stereopsis or depth perception, it has not been considered wise to place these individuals in dangerous positions, such as those of Crane-truck Operator working at high elevations, Operators of Moving Machinery, Truck and Tractor Drivers, Feeding Machine Operators, and Instructural and Maintenance jobs in which the duties involving the use of scaffolding. In many of these positions the surveys indicated that a normal acuity, stereopsis, normal muscles balance and also normal color vision are essential.

Poor distant vision, according to industrial standards with good near vision, is considered as being compatible with the efficient performance, with minimum risk, of the duties of the following positions, in which extra occupational hazards are not serious considerations: Inspector, Machinist, Engineering and Calibrating Technician.

Positions such as Laborer, Handyman and Metalsmith, and certain types of Mechanic and Machinist, were not found to require any unusual visual aptitudes. Those positions which have been found on survey to be particularly hazardous, with the possibility of further damaging the visual apparatus, have not been coded to indicate that persons with one eye can be placed in them. Such positions include those in which corrosive solutions are used, or where obrasive particles may be thrown into the eyes by grinding or chipping tools. #

Positions Suitable for Blind (28)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Gas Mask Assembler	403		
Laborer (Sorting bolts, nuts, screws)	R02		

Positions Suitable for Persons Blind in One Eye with Good Vision in the Other, or for Persons with Impaired Visual Acuity in Both Eyes with Satisfactory Correction (30)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Anglesmith	101	Trouser Finisher	201
Boat Builder	101	Trouser Sewing Machine Operator	201
Boilermaker Shop	101		
Cement Finisher Building Trades	101	Boatbuilder	202
Coppersmith Ship	101	Coppersmith	202
Coppersmith Shop	101	Cutter or Burner Gas	202
Electrician Shop	101	Joiner Ship	202
Engineman Power House	101	Joiner Shop	202
Fireman Power House	101	Ladleman Foundry	202
Flange Turner	101	Layout Man	202
Frame Bender	101	Loftsman	202
Laborer	101	Molder Foundry	202
Machinist Inside	101	Pattern Maker	202
Mill Man	101	Pipefitter Ship	202
Oiler Power House	101	Pipefitter Shop	202
Pipe Fitter Ship	101	Planer Machine Operator	202
Pipe Fitter Shop	101	Rivet Heater	202
Plumber Ship	101	Sheetmetal Worker Bench	202
Plumber Shop	101	Shipfitter	202
Puncher	101		
Rope Maker	101		
Sailmaker Ship	101		
Sailmaker Shop	101	Anglesmith	301
Shearer	101	Architect	301
Sheetmetal Worker Ship	101	Blacksmith	301
Sheetmetal Worker Shop	101	Boatbuilder	301
Shipfitter	101	Boilermaker	301
Tool Maker	101	Buffer and Polisher	301
Trackman Building Trades	101	Compositor	301
Water Tender Power House	101	Concrete Cement Worker	301
		Coppersmith	301
		Cupola Tender	301
		Electrician	301
Baster	201	Foreman Fire and Police	301
Buttonhole Maker Hand	201	Gas Burner or Cutter	301
Cleaner Clothing Worker	201	Helper General	301
Clothing Examiner	201	Inspector Construction	301
Clothsponger	201	Inspector Construction Electrical	301
Coat Sewing Machine Operator	201	Inspector Construction Mechanical	301
Cutter Assistant Custom	201	Inspector Engineering Mat. Ele.	301
Cutter Custom	201	Inspector Engineering Mat. Mech.	301
Cutter Head Custom	201	Joiner Shop	301
Double Needle Sewing Mach. Opr.	201	Linotype Operator	301
Patternmaker Clothing	201	Machine Operator Drill Press	301
Pocket Maker Sewing Mach. Opr.	201	Machine Operator Molding	301
Presser Hand	201	Machine Operator Power Tools	301
Press Operator Clothing	201	Machinist	301
Seamstress Hand	201	Mason Brick	301
Spreader Clothing Worker	201	Mason Stone	301
Textile Inspector	201	Melter Brass	301

Blind in One or Impaired Visual Acuity in Both Eyes etc. (30)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
		#	
		Benchman	202
		Bench Worker	202
		Die Sinker	202
		Electrician Shop	202
		Furnaceman Foundry	202
		Instrument Assembler	202
		Lead Burner Shop	202
		Painter Shop	202
		Pipe Coverer and Insulator Shop	202
		Sailmaker, Canvas Worker	202
		Saw Filer	202
		Shearer Sheet Metal Shop	202
		Bench Assembler	203
		Classified Laborer	203
		Classified Laborer, Sprayer	203
		Crystallizer Opr., Tetryl Explo.	203
		Cup Filler	203
		Cup Plate Filler	203
		Dry-Houseman (Tetryl Explosive)	203
		Electrician, Field	203
		Macaroni Press Operator	203
		Mechanical Time Fuse Operator	203
		Operator Automatic Screw Machine	203
		Operator Spring Making-Machine	203
		Powder Trucker, Explosives	203
		Primer Assembler	203
		Primer Inserter	203
		Sheetmetal Worker	203
		Shellacker	203
		Sign Painter	203
		Tetryl Blender Operator	203
		Tetryl Dissolver Operator	203
		Tetryl Nitrator Operator, Explo.	203
		Threading Machine Operator	203
		#	

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Blind in One or Impaired Acuity in Both Eyes etc. (30)

Title of Position	Region & Establishment
#	
Chemical Plant Operator	403
Chemical Plant Workman	403
Gas Mask Assembler	403
Gas Mask Tester	403
Operator Gas Mask Machine	403
Sewing Machine Adjuster	403
Spray Painter	403
Toxic Gas Handler	403
Model Makers	404
Laboratory Mechanic	405
Laboratory Mechanic Assistant	405
Laboratory Mechanic Junior	405
Machinist	405
Aircraft Fabric Worker	406
Aircraft Mechanic, Gen.	406
Aircraft Mechanic, Motor	406
Airplane Mechanic	406
Painter, Finish & Insignia	406
Parachute Repairman	406
Ribstitcher	406
Wireworker Aviation	406
Anglesmith	407
Boatbuilder	407
Boilermaker	407
Bricklayer	407
Carpenter	407
Carpenter Helper	407
Carpenter (Boat Shop)	407
Carpenter Helper (Boat Shop)	407
Cement Finisher	407
Cement Worker	407
Die Cutter	407
Die Sinker	407
Double Needle Operator	407
Draftsman	407
Electrician Shop	407
#	

Title of Position	Region & Establishment
#	
Elevator Mechanic	407
Elevator Operator, Inside Mach. Shop	407
Elevator Operator, Supply Shop	407
Engineering Draftsman Aide	407
Engineering Draftsman Apprentice	407
Engineering Draftsman Chief	407
Engineer Jr. Operator	407
Engineer Stationary Operator	407
Foreman Maintenance	407
Framebender	407
Galvanizer	407
Gardner	407
Hammer Runner	407
Helper, Navigation Instrument Maker	407
Helper Trainee, Female, Machine Shop	407
Joiner, Supply Shop	407
Letterer and Grainer	407
Loftsman	407
Mason, Brick	407
Mason, Stone	407
Oiler	407
Operator Threading Machine	407
Ordnanceman (Supply Shop)	407
Packer Supply Shop	407
Painter	407
Pipecoverer and Insulator	407
Pipefitter, Ship	407
Pipefitter, Shop	407
Plasterer	407
Plumber	407
Roofer	407
Sailmaker	407
Shipfitter, Ship	407
Shipfitter, Shop	407
Ship Joiner	407
Shipwright	407
Stevedore	407
Storekeeper	407
Storekeeper Assistant	407
Storekeeper Junior	407
Storekeeper Under	407
Sweeper	407
Tile Plate Setter	407
Trackman	407
Upholsterer	407
Watertender	407
#	

Blind in One or Impaired Visual Acuity in Both Eyes etc. (30)

Title of Position	Region & Establishment
Foreman Textiles	702
Junior General Mechanic	702
Seamstress	702
Shoe Repairman	702
Tailor	702
Tent Repairman	702
Textile Examiner	702
Assistant Storekeeper	703
Auto Mechanic	703
Chief Mechanic Foreman	703
Electrician	703
Fuel Overseer	703
Helper Auto Mechanics	703
Junior Checker	703
Junior Storekeeper	703
Labor Foreman	703
Mechanic Senior Gen. Woodworking	703
Plumber	703
Refrigeration Mechanic	703
Sanitary Engineer	703
Sr. Foreman	703
Sr. Operator Grader	703
Sr. Storekeeper	703
Sheetmetal Foreman	703
Sheetmetal Worker	703
Storekeeper	703
Under Storekeeper	703
Assistant Storekeeper	704
Classified Laborer	704
Elevator Operator	704
Janitor	704
Junior Checker	704
Mechanic	704
Packer	704
Storekeeper	704
Under Storekeeper	704
Inspector	705
Assistant Clerk	801
Assistant Proof Technicain	801
Checkers	801
Chief Proof Technician	801
Chronographer Ammunition Proof	
Technician	801
Gunner Ammunition Proof Tech.	801
Instrument Repairman	801
Junior Proof Technician	801
Machinist	801
Principal Proof Technician	801
Proof Technician	801
Senior Proof Technician	801
Storekeeper	801
Sub Inspector	801
Sub Inspector Cartridge Distribu-	
tion	801
Sub Inspector Female Primer Drop	801
Sub Inspector Male Process Inspect.	801
Sub Inspector Mercury Crack	801
Sub Inspector Ordnance Material	801
Sub Inspector Pullet Pull	801
Timekeeper	801
Under Proof Technician	801
Sewage Disposal Plant Worker	901
Checker Ordnance Material Explo.	903
Chemist Powder and Explosives	903
Inspector Ordnance Mat. Assistant	905
Inspector Ordnance Material Jr.	905
Inspector Ordnance Material Minor	905
Diamond Driller	907
Drill Runner Diamond Rig	907
Drill Runner Helper Diamond Rig	907
Foreman Construction	907
Foreman Shop	907
Helper Operator Core Drill	907
Inspector Assistant Core Drilling	907
Oiler Dragline and Shovel	907
Operator Compressor	907
Operator Concrete Mixer	907
Operator Dragline Helper	907
Operator Mech. Equip. Core Drill	907
Operator Mech. Equip. Drill Rig	907
Operator Pump Diesel	907
Operator Pump Gasoline	907
Supervisor Quarry	907
Apprentice Boilermaker 1st 2nd 3rd	X01
Blacksmith Heavy Fires	X01

Blind in One or Impaired Acuity in Both Eyes etc. (30)

Title of Position	Region & Establishment
#	
Inspector, Heavy Duty	706
Inspector, Light Duty	706
Inspector, Heavy Duty	707
Inspector, Light Duty	707
Inspector, Heavy Duty	708
Inspector, Light Duty	708
Inspector, Heavy Duty	709
Inspector, Light Duty	709
#	

Title of Position	Region & Establishment
#	
Acetylene-Burner Machine	802
Air-Compressor Operator	802
Arc Welder Erect	802
Arc Welder Flat	802
Assistant Inspector Naval	802
Blacksmith	802
Burner Acetylene	802
Checker, Labor Material (Auditor)	802
Checker, Steel	802
Draftsman Engineering Aide	802
Guard (Tower Watchman)	802
Hull Inspector	802
Lay-out Man	802
Lay-out Man Helper	802
Plate Bender	802
Recorder of Welding Records	802
Sr. Welding Inspector	802
Ship Fitter	802
Ship Fitter Helper	802
Student Welder	802
Test Welder Examiner	802
Timekeeper	802
Tracer, Draftsman Office	802
Welder, Arc, Erect and Flat	802
Welding Instructor	802
#	

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Blind in One or Impaired Visual Acuity in Both Eyes etc. (30)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Blacksmith Other Fires	X01	Machinist Inside	X01
Boatbuilder	X01	Machinist Learner Female	X01
Boilermaker	X01	Mangle Hand	X01
Boilermaker Assistant	X01	Mason Brick	X01
Buffer and Polisher	X01	Mason Stone	X01
Canvas Maker	X01	Mechanic Rated 3rd Class in Charge Shop	X01
Carpenter	X01	Melter Brass Non-Ferrous Mix.	X01
Cement Finisher	X01	Melter Electric Steel Furnace Opr.	X01
Cement Worker	X01	Melter Open Hearth	X01
Classified Laborer	X01	Millman	X01
Classified Laborer		Molder	X01
Classified Laborer in Patternmaker	X01	Molder Helper	X01
Coat Finisher Hand Ironer	X01	Operator Sewing Machine	X01
Cooper	X01	Ordnance Man	X01
Coppersmith	X01	Pipecoverer and Insulator	X01
Coppersmith Helper	X01	Pipefitter	X01
Cupola Tender	X01	Plasterer	X01
Die Machine Operator	X01	Plannerman	X01
Drill Runner Pneumatic	X01	Press Operator	X01
Driller	X01	Presser Finish	X01
Fireman Stationary High Press.	X01	Puncher	X01
Flange Turner	X01	Radioman Mechanic	X01
Flange Turner Helper	X01	Rigger	X01
Foreman Pipefitter	X01	Rigger Ship	X01
Forger Drop	X01	Rivet Heater	X01
Forger Heavy	X01	Riveter	X01
Forger Light	X01	Sailmaker	X01
Foundry Chipper	X01	Seamstress	X01
Frame Bender	X01	Sewer	X01
Furnaceman Foundry	X01	Shearer	X01
Galvanizer	X01	Shipwright	X01
Gas Cutter and Burner	X01	Stockman Storekeeper	X01
Gas Plant Operator	X01	Temperer	X01
Gate Tender	X01	Tile and Plate Setter	X01
Grainer	X01	Tinner Wiper Copper Pipes	X01
Heat Treater	X01	Upholsterer	X01
Helper Woodwork	X01	Watchman Guard Policeman	X01
Hod Carrier	X01	Wood Calker	X01
Inspector Assistant Concrete	X01	Worker Laundry Unskilled	X01
Inspector Cement	X01		
Joiner Foundry	X01	Chainman	X02
Ladleman Foundry	X01	Electrician Automotive	X02
Laundress	X01	Engineer Structural	X02
Lead Burner	X01	Laborer Classified Sheet Metal Sh	X02
Leather Worker Upholsterer	X01	Machinist General	X02
Letterer	X01	Mechanic Automotive	X02
Machine Operator	X01	Pipefitter	X02
Machine Operator Special	X01	Pipefitter Helper	X02
Machinist	X01	Repairman General	X02
Machinist Helper	X01	Rodman	X02

Blind in One or Impaired Acuity in Both Eyes etc. (30)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Sheet Metal Worker	X02	Frame Bender	R03
Storekeeper	X02	Galvanizer	R03
Storekeeper Supply	X02	Helper Job Printer	R03
Storekeeper Supply Salvage Dept.	X02	Job Printer	R03
Storekeeper Technical Aviation	X02	Ladleman	R03
		Letterer and Grainer	R03
Automotive Mechanic	R01	Loftsman	R03
Cable Splicer Rigging Loft	R01	Machinist Maintenance	R03
Carpenter Ship Joiner	R01	Machinist Outside	R03
Checker	R01	Molder Foundryman	R03
Checker Inventory	R01	#Ordnanceman	R03
Classified Laborer Dock Seaman	R01	Pipecoverer and Insulator	R03
Draftsman Marine Inside	R01	Sailmaker	R03
Electrician Ship Repair	R01	Shipwright	R03
Foreman Pier	R01	Tile Plate Setter	R03
Garageman	R01	Trackman	R03
Machinist Production	R01	#Watch & Chronometer Repairer	R03
Marine Fireman	R01		
Packer	R01	Compressor Operator	R04
		Hammer Runner	R04
Aircraft Fabric Worker	R02	Laborer Unclassified	R04
Aircraft Mechanic General	R02	Pump and Compressor Operator	R04
Assistant Storekeeper	R02	Ship Scaler	R04
Buffer and Polisher	R02		
Heat Treater	R02	Foreman Maint.Shop Gen. Const.	R05
Inspector Naval Aviation Stores	R02	Saw Filer	R05
Junior Storekeeper	R02		
#Laborer (Sorting bolts, nuts, screws)	R02	Inspector of Ordnance	R06
Metal Sprayer	R02		
Metalsmith Aviation	R02	Aircraft Armament Mechanic	R07
Painter Aircraft Finish & Insignia	R02	Leather Worker	R07
Parachute Repairman	R02	Plastic Molder Plexiglass	R07
Patternmaker Repairman	R02		
Patternmaker Plaster	R02	Diamond Drill Operator	R08
Principal Storekeeper	R02		
Radio Repairman	R02	Helper Instrument Maker	R09
Sewer	R02	Munition Worker Female	R09
Temperer	R02	#	
Toolmaker	R02	Inspector Army Ordnance Mat.	R11
Upholsterer	R02		
Wireworker Aviation	R02	Inspector of Ordnance Mat., Bench	R12
		Inspector of Ordnance Mat.,Roving	R12
Boatbuilder	R03		
Calker and Chipper Iron	R03	Inspector of Ordnance Mat.	R13
#Calker, Wood	R03		
Compositor	R03	Inspector of Ordnance Mat.	R14
Coppersmith	R03		
Coremaker	R03	Fireman Stationary Steam Boiler	R15
Cupola Tender	R03	Ordnanceman	R15
Electrician Radio	R03		
Flange Turner	R03	Inspector of Hulls & Machinery	R16
Foundry Chipper	R03	#	

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PART IV

POSITIONS SUITABLE FOR PERSONS WITH HEARING DEFECTS

The following list of positions represent a large number of jobs of the skilled, semi-skilled and unskilled types that can be carried on without the need of extensive communication.

The most suitable positions for the deaf have been found to be those of a routine type, in which the same operation is performed over and over again. The surveys have revealed some positions in which it was apparent that the deaf might be better employees than persons with normal hearing. Such positions include boiler maker, inspector of material and equipment, and inspector of finished products. The need of communication is not important in these positions.

Hard-of-hearing defects may range from slight impairment of hearing to complete deafness, and there is a corresponding variation in occupational adjustment in persons so afflicted. The etiology of the cause of this condition may range from simple obstruction due to cerumen or foreign bodies, acute and chronic otitis media, defective conduction paths and malformation, to diminished function in perception centers. Many hearing aids offer the same benefit to the hard of hearing that scientifically selected lenses have offered to those with defective vision. There are still instruments on the market designed as hearing aids which lack efficiency, adaptability and durability. It is important, therefore, that the quality of the hearing aid be evaluated in those persons hard of hearing who are being considered for placement. The efficient and serviceable hearing aid has broadened tremendously the placement potentialities of the hard of hearing group. A considerable number of the hard of hearing already have been employed in Federal governmental industry and in the Federal service in general and it is anticipated that an even larger group will be placed before the end of the present war. Lip reading, motion pictures and industrial vocabularies in training will broaden further the placement field for the hard of hearing.

In the placement of the deaf and the hard of hearing, extra occupational hazards must be given due consideration. For example, a chipper in a navy yard may have hearing which is greatly diminished without affecting materially his efficiency, or without his being a hazard to himself or others at the exact place where he performs his duties; however, due to the fact that he must work in an open navy yard around heavy moving machinery and locomotives, it may not be advisable to place him in an open navy yard, though he could work as an inside chipper in one of the shops. With very few exceptions, surveys have revealed placement potentialities for machine-shop jobs or structural-shop jobs for the hard of hearing and the deaf. It is not expected that many difficult placement problems will arise in utilizing the services of this group.

In both groups, consideration must be given to psychological or emotional maladjustment which occasionally accompanies these defects and may make the handicapped person an unsuitable employee. It will be important for those persons responsible for placement to determine whether deaf or hard of hearing persons, who are under consideration for employment, have a healthy attitude towards their defect or environment before placement is attempted.

Positions Suitable for the Deaf (31)

Title of Position	Region & Establishment
Blacksmith	101
Boat Builder	101
Boilermaker Shop	101
Chainmaker	101
Electrician Shop	101
Forger Drop	101
Forger Heavy	101
Forger Light	101
Furnaceman	101
Hammer Runner	101
Loftsman	101
Rope Maker	101
Sailmaker Shop	101
Sheetmetal Worker Shop	101
Baster	201
Buttonhole Maker Hand	201
Cleaner Clothing Worker	201
Clothing Examiner	201
Clothsponger	201
Coat Operator	201
Coat Sewing Machine Operator	201
Cutter	201
Cutter Head Custom	201
Cutting Machine Operator	201
Double Needle Sewing Mach. Opr.	201
Marker	201
Patternmaker Clothing	201
Pocket Maker Sewing Mach. Opr.	201
Press Operator Clothing	201
Presser Hand	201
Seamstress Hand	201
Spreader Clothing Worker	201
Textile Inspector	201
Trouser Finisher	201
Trouser Operator	201
Trouser Sewing Machine Opr.	201
Bending Machine Operator	202
Bumping Machine Operator	202
Calker	202
Chipper	202
Coppersmith	202
Cutter or Burner Gas	202
Drill Press Operator Ship	202
Drill Press Operator Shop	202
Driller Ship	202
Driller Shop	202
Holder On	202
Joiner Shop	202
Layout Man	202
Metal Cutter	202
Pattern Maker	202
Pipefitter Ship	202
Pipefitter Shop	202
Planer Machine Operator	202
Punch Machine Operator	202
Riveter	202
Shearing Machine Operator	202
Sheet Metal Worker Bench	202
Shipfitter	202
Spot Welders	202
Boatbuilder	301
Compositor	301
Concrete Cement Worker	301
Draftsman	301
Gas Burner or Cutter	301
Joiner Shop	301
Mason Brick	301
Mason Stone	301
Millman	301
Pattern Maker	301
Pipefitter	301
Plasterer	301
Tile Setter	301
Wharfbuilder	301
Aircraft Instrument Mechanic	302
Apprent. Mech. Time Fuse Female	303
Assembler Female	303
Assistant Laboratory Aid Female	303
Checker Shop	303
Draftsman Apprentice	303
Draftsman Principal	303
Gauge Checker	303
Grinder Cylindrical	303
Grinder Disk	303
Grinder Internal	303
Grinder Surface	303
Instrument Maker Junior	303

Positions Suitable for the Deaf (31)

Title of Position	Region & Establishment
#	
Anglesmith	202
Benchman	202
Bench Worker, Hand Metal	202
Boiler-Maker	202
Centerless Grinding Machine Opr.	202
Die Sinker	202
Electrician Ship	202
Electrician Shop	202
Flange Turner	202
Foundry Chipper	202
Hammer Runner	202
Heat Treater, Blacksmith	202
Hydroblaster, Foundry	202
Instrument Assembler	202
Lay-out and Marking	202
Lead Burner, Ship	202
Lead Burner, Shop	202
Melter, Electric	202
Melter, Fuel	202
Melter, Gas	202
Optical Worker	202
Ordnanceman	202
Painter, Ship	202
Painter, Shop	202
Pipe Coverer and Insulator, Ship	202
Pipe Coverer and Insulator, Shop	202
Press-cutting Machine Operator	202
Puncher, Sheet Metal Shop	202
Riveter	202
Sailmaker, Canvas Worker	202
Sandblaster, Ground Duty	202
Saw Filer	202
Shearer Sheet Metal Shop	202
Tool Maker	202
Upholsterer	202
#	

Title of Position	Region & Establishment
#	
Bench Assembler	203
Block Press Opr., Explosive Hand.	203
Box-Maker	203
Classified Laborer, Sprayer	203
Crystallizer Opr. Tetryl Explosive	203
Cup Filler	203
Cup Plate Filler	203
Dry-Houseman (Tetryl Explosive)	203
Flare Parachute Assembler	203
Graining Press Opr. Explo. Handler	203
Inspector Machine Shop	203
Macaroni Press Operator	203
Macerator Opr. Explo. Handler	203
Mechanical Time Fuse Operator	203
Mixer Opr., Explosive Handler	203
Operator Automatic Screw Machine	203
Operator Drill Press	203
Operator Punch Press Machine	203
Operator Reaming Machine	203
Operator Spring Making Machine	203
Operator Thread Presses	203
Pickling Operator	203
Powder Cutting Operator	203
Primer Assembler	203
Primer Inserter	203
Sheetmetal Worker	203
Shellacker	203
Tetryl Blender Operator	203
Tetryl Dissolver Operator	203
Tetryl Nitrator Operator, Explo. Handler	203
Threading Machine Operator	203
Tool Grinder Operator	203
Tool Heat Threater	203
#	

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Deaf (31)

Title of Position	Region & Establishment
Junior Lens Grinder	303
Junior Engineering Aid	303
Layout Man Photolithographic	303
Lens Grinder	303
Machine Adjuster	303
Machinist	303
Moveman	303
Operative Mech. Time Fuse Female	303
Operator Graduating & Engraving Mach.	303
Operator Machine Wood	303
Operator Office Devices Photostat	303
Optical Glass Grinder & Polisher	303
Photographer	303
Photolithographic Platemaker Zinc	303
Photolithographic Pressman	303
Pressman	303
Printer	303
Under Engineering Aid Female	303
Checker Jr.	304
Clothsponger	304
Cutter Machine Operator	304
Embroidress Hand	304
Examiner Knitted & Woven Art.	304
Inspector of Clothing	304
Inspectors Trainee	304
Operator Coat	304
Operator Coat Maker	304
Operator Collar Maker	304
Operator Female Buttonhole Maker	304
Operator Seamstress Hand	304
Operator Sewer	304
Operator Sewing Machine	304
Operator Trouser Finisher	304
Operator Trouser Maker	304
Operators Helper	304
Operators Helper Trimmer	304
Pocket Setter and Maker	304
Presser	304
Seamstress	304
Tailor Assistant	304
Tailor Dress Coat Maker	304
Tailor General	304
Tailor Hand Buttonhole Maker	304
Textile Examiner Female	304
Under Presser	304
Boilermaker	401
Boxmaker	401
Cartridge Case Maker	401
Cartridge Case Maker Finisher	401
Cartridge Case Maker Punch Press	401
Cartridge Case Maker Turret Drill	401
Chipper Foundry	401
Coppersmith	401
Furnaceman Foundry	401
Gas Cutter or Burner Boilermakers S.	401
Inspector Ordnance	401
Joiner	401
Layout Man Plate Machine Shop	401
Machine Operator Boring Mill	401
Machine Operator Drill Press	401
Machinist Assembly	401
Machinist Production & Maintenance	401
Master Mechanic	401
Molder	401
Optical Instrument Assembler	401
Optical Parts Inspector	401
Optical Polish and Wax Mixer	401
Ordnance Worker Female Optical Shop	401
Ordnance Worker Male Female Machine	401
Saw Filer	401
Temperer	401
Welder	401
Welder Electric	401
Welder Electric Boilermaker Shop	401
Welder Gas	401
Anglesmith	501
Architect	501
Boatbuilder	501
Boilermaker	501
Calker Wood	501
Carpenter Ship	501
Cement Finisher	501
Cement Worker	501
Chipper and Calker	501
Coppersmith	501
Coppersmith Helper	501
Cupola Tender	501
Driller	501
Driller Pneumatic	501

Deaf (31)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
		#	
		Gas Mask Tester	403
		Glass Blower	403
		Aircraft Fabric Worker	406
		Painter, Finish & Insignia	406
		Parachute Repairman	406
		Ribstitcher	406
		Wireworker Aviation	406
		Boatbuilder	407
		Boilermaker	407
		Bricklayer	407
		Carpenter	407
		Carpenter Helper	407
		Carpenter (Boat Shop)	407
		Carpenter Helper (Boat Shop)	407
		Cement Finisher	407
		Cement Worker	407
		Double Needle Operator	407
		Draftsman	407
		Engineering Draftsman Chief	407
		Gardner	407
		Letterer & Grainer	407
		Loftsman	407
		Mason, Brick	407
		Mason, Stone	407
		Ordnanceman (Supply Shop)	407
		Packer, Supply Shop	407
		Painter	407
		Plasterer	407
		Tile Plate Setter	407
		Upholsterer	407
		#	

Deaf (31)

Title of Position	Region & Establishment
Welder Electric	701
Seamstress	702
Shoe Repairman	702
Tailor	702
Tent Repairman	702
Textile Examiner	702
Assistant Storekeeper	703
Auto Mechanic	703
Carpenter Helper	703
Electrician	703
Fuel Overseer	703
Junior Checker	703
Junior Storekeeper	703
Mechanic Sr. General Woodwork.	703
Painter	703
Plumber	703
Refrigeration Mechanic	703
Sanitary Engineer	703
Senior Foreman Auto Mechanics	703
Senior Storekeeper	703
Sheetmetal Worker	703
Storekeeper	703
Assistant Storekeeper	704
Carpenter	704
Classified Laborer	704
Janitor	704
Junior Checker	704
Mechanic	704
Packer	704
Storekeeper	704
Assistant Chief Inspector	801
Assistant Proof Technician	801
Checker	801
Chief Proof Technician	801
Chronographer Amm. Proof Tech.	801
Gage Maker	801
Gunner Amm. Proof Tech.	801
Instrument Repairman	801
Junior Proof Technician	801
Machinist	801
Principal Proof Technician	801
Proof Technician	801
Senior Proof Technician	801
Sub Inspector	801
Sub Inspector Cart. Distribution	801
Sub Inspector Fem. Primer Drop	801
Sub Inspector Male Process Inspect.	801
Sub Inspector Mercury Crack	801
Sub Inspector Ordnance Material	801
Sub Inspector Pullet Pull	801
Under Proof Technician	801
Chemist Powder and Explosives	903
Inspector Ordnance Mat. Assistant	905
Inspector Ordnance Material Jr.	905
Inspector Ordnance Material Minor	905
Operator Crane	905
Riveter	905
Rivet Heater	905
Diamond Driller	907
Drill Runner Helper Diamond Rig	907
Foreman Shop	907
Inspector Asst. Core Drilling	907
Inspector Grouting	907
Oiler Dragline and Shovel	907
Operator Compressor	907
Operator Concrete Mixer	907
Operator Derrick	907
Operator Dragline and Shovel	907
Operator Mech. Equip. Core Drill	907
Operator Mech. Equip. Drill Rig	907
Operator Power Shovel Lima	907
Operator Power Shovel Northwest	907
Operator Pump Diesel	907
Operator Stone Finish	907
Operator Tractor Carry All Attach.	907
Operator Tractor Crawler Type	907
Blacksmith Heavy Fires	X01
Blacksmith Other Fires	X01
Calker and Chipper	X01
Carpenter	X01
Cement Finisher	X01
Cement Worker	X01
Die Machine Operator	X01
Drill Runner Pneumatic	X01

Title of Position	Region & Establishment
#	
Inspector, Heavy Duty	706
Inspector, Light Duty	706
Inspector, Heavy Duty	707
Inspector, Light Duty	707
Inspector, Heavy Duty	708
Inspector, Light Duty	708
Inspector, Heavy Duty	709
Inspector, Light Duty	709
#	

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Title of Position	Region & Establishment
#	
Arc Welder Erect	802
Arc Welder Flat	802
Blacksmith	802
Burner Acetylene	802
Checker, Labor Material (Auditor)	802
Checker, Steel	802
Chipper	802
Draftsman Engineering (Ship)	802
Grinder (Compressed Air)	802
Hull Inspector	802
Plate Bender	802
Recorder of Welding Records	802
Rigger	802
Student Welder	802
Timekeeper	802
Welder, Arc, Erect and Flat	802
Welding Supervisor	802
#	

Deaf (31)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Foundry Chipper	X01	Buffer and Polisher	R02
Hammer Runner	X01	Die Machine Operator	R02
Heat Treater	X01	Die Sinker	R02
Inspector Asst. Concrete	X01	Double Needle Operator	R02
Inspector Cement	X01	Electroplater	R02
Job Printer	X01	Heat Treater	R02
Laundress	X01	Helper Sandblast Machine Operator	R02
Lead Burner	X01	Inspector Naval Aviation Stores	R02
Leather Worker Upholsterer	X01	Junior Storekeeper	R02
Machine Operator	X01	Metal Sprayer	R02
Machine Operator Special	X01	Metalsmith Aviation	R02
Melter Brass Non-Ferrous Mix.	X01	Painter Aircraft Finish & Insig.	R02
Melter Electric Steel Furnace Operator	X01	Parachute Repairman	R02
Optical Glass Grinder & Polisher	X01	Patternmaker Plaster	R02
Optical Instrument Assembler	X01	Sandblaster	R02
Optical Instrument Maker	X01	Sewer	R02
Sailmaker	X01	Temperer	R02
Sandblaster Shotblaster Ground	X01	Toolmaker	R02
Seamstress	X01	Upholsterer	R02
Temperer	X01	Wireworker	R02
Upholsterer	X01		
Watch & Chronometer Repairer	X01	Boatbuilder	R03
Wood Calker	X01	Calker and Chipper Iron	R03
		#Calker, Wood	R03
Joiner and Joiner Helper	X02	Compositor	R03
Laborer Classified Sheet Metal Shop	X02	Coppersmith	R03
Storekeeper Supply	X02	Coremaker	R03
Storekeeper Technical Aviation	X02	Cupola Tender	R03
Welder Gas	X02	Drop Forger Heavy	R03
		Drop Forger Light	R03
Cable Splicer Rigging Loft	R01	Flange Turner	R03
Carpenter Ship Joiner	R01	Foundry Chipper	R03
Checker	R01	Frame Bender	R03
Checker Inventory	R01	Furnaceman	R03
Draftsman Marine Inside	R01	Galvanizer	R03
Electrician Ship Repair	R01	Job Printer	R03
Foreman Pier	R01	Ladleman	R03
Garageman	R01	Letterer and Grainer	R03
Gas Cutter or Burner	R01	Loftsman	R03
Joiner Ship	R01	Machine Operator	R03
Machinist Production	R01	Machinist Maintenance	R03
Packer	R01	Machinist Outside	R03
		Molder Foundryman	R03
Aircraft Fabric Worker	R02	Patternmaker Wood	R03
Aircraft Mechanic General	R02	Pipecoverer	R03
Assistant Storekeeper	R02	Pipecoverer and Insulator	R03
Blacksmith	R02	Puncher and Shearer	R03
		Sailmaker	R03

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Deaf (31)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Shipwright	R03		
Tile Plate Setter	R03		
#Watch & Chronometer Repairer	R03		
Hammer Runner	R04		
Laborer Unclassified	R04		
Ship Scaler	R04		
Foreman Maint.Shop Gen. Const.	R05		
Painter Automobile	R05		
Roofer	R05		
Saw Filer	R05		
Inspector of Ordnance	R06		
Aircraft Armament Mechanic	R07		
Leather Worker	R07		
Plastic Molder Plexiglass	R07		
Helper Instrument Maker	R09		
Instrument Maker	R09		
Mechanic Instrument Maker	R09		
Munition Worker Female	R09		
Optical Glass Grinder & Polisher	R09		
Optical Glass Plate & Gauge Maker	R09		
Optical Instrument Assembler	R09		
Optical Instrument Finisher	R09		
Optical Instrument Maker	R09		
Optical Parts Inspector #	R09		
Inspector Army Ordnance Material	R11		
Inspector of Ordnance Mat., Bench	R12		
Inspector of Ordnance Mat., Roving	R12		
Inspector of Ordnance Materials	R13		
Inspector of Ordnance Material	R14		
Fireman Stationary Steam Boiler	R15		
Inspector of Hulls & Machinery #	R16		

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Positions Suitable for the Hard of Hearing (33)

Title of Position	Region & Establishment
Anglesmith	101
Blacksmith	101
Boat Builder	101
Boilermaker Shop	101
Chainmaker	101
Coppersmith Shop	101
Die Sinker	101
Electrician Shop	101
Engineman Power House	101
Flange Turner	101
Forger Drop	101
Forger Heavy	101
Forger Light	101
Frame Bender	101
Furnaceman	101
Hammer Runner	101
Loftsman	101
Machinist Inside	101
Mill Man	101
Pipe Fitter Shop	101
Plumber Shop	101
Puncher	101
Rope Maker	101
Sailmaker Shop	101
Shearer	101
Sheetmetal Worker Shop	101
Shipfitter	101
Tool Maker	101
Baster	201
Buttonhole Maker Hand	201
Cleaner Clothing Worker	201
Clothsponger	201
Coat Operator	201
Coat Sewing Machine Operator	201
Cutter	201
Cutter Assistant Custom	201
Cutter Custom	201
Cutter Head Custom	201
Cutting Machine Operator	201
Double Needle Sewing Mach. Opr.	201
Marker	201
Patternmaker Clothing	201
Pocket Maker Sewing Mach. Opr.	201
Press Operator Clothing	201
Presser Hand	201
Seamstress Hand	201
Spreader Clothing Worker	201
Textile Inspector	201
Trouser Finisher	201
Trouser Operator	201
Trouser Sewing Machine Operator	201
Bending Machine Operator	202
Bumping Machine Operator	202
Calker	202
Chipper	202
Coppersmith	202
Cutter or Burner Gas	202
Drill Press Operator Ship	202
Drill Press Operator Shop	202
Driller Ship	202
Driller Shop	202
Holder On	202
Joiner Ship	202
Joiner Shop	202
Layout Man	202
Loftsman	202
Metal Cutter	202
Pattern Maker	202
Pipefitter Ship	202
Pipefitter Shop	202
Planer Machine Operator	202
Punch Machine Operator	202
Riveter	202
Rivet Heater	202
Shearing Machine Operator	202
Sheet Metal Worker Bench	202
Shipfitter	202
Spot Welders	202
Acetylene Operator	301
Anglesmith	301
Architect	301
Blacksmith	301
Boatbuilder	301
Boilermaker	301
Buffer and Polisher	301
Calker	301
Chipper	301
Compositor	301
Concrete Cement Worker	301

Hard of Hearing (33)

Title of Position	Region & Establishment
#	
Anglesmith	202
Benchman	202
Bench Worker, Hand Metal	202
Bending-Roll Operator	202
Boiler-Maker	202
Centerless Grinding Machine Operator	202
Die Sinker	202
Electrician Ship	202
Electrician Shop	202
Flange Turner	202
Foundry Chipper	202
Hammer Runner	202
Heat Treater, Blacksmith	202
Hydroblaster, Foundry	202
Instrument Assembler	202
Lay-out and Marking	202
Lead Burner, Ship	202
Lead Burner, Shop	202
Melter, Electric	202
Melter, Fuel	202
Melter, Gas	202
Optical Worker	202
Ordnanceman	202
Painter, Ship	202
Painter, Shop	202
Pipe Coverer & Insulator, Ship	202
Pipe Coverer & Insulator, Shop	202
Press-cutting Machine Operator	202
Puncher, Sheet Metal Shop	202
Riveter	202
Sailmaker, Canvas Worker	202
Sandblaster, Ground Duty	202
Saw Filer	202
Shearer Sheet Metal Shop	202
Shipwright	202
Tool Maker	202
Upholsterer	202
#	

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Title of Position	Region & Establishment
#	
Bench Assembler	203
Block Press Opr., Explo. Handler	203
Box-Maker	203
Classified Laborer	203
Classified Laborer, Sprayer	203
Crystallizer Operator, Tetryl Expl.	203
Cup Filler	203
Cup Plate Filler	203
Dry-Houseman (Tetryl Explosive)	203
Flare Parachute Assembler	203
Graining Press Opr., Expl. Handler	203
Inspector Machine Shop	203
Macaroni Press Operator	203
Macerator Opr., Expl. Handler	203
Mechanical Time Fuse Operator	203
Millwright	203
Mixer Opr., Expl. Handler	203
Operator Automatic Screw Machine	203
Operator Drill Press	203
Operator Punch Press Machine	203
Operator Reaming Machine	203
Operator Spring Making-Machine	203
Operator Thread Presses	203
Pickling Operator	203
Powder Cutting Operator	203
Powder Trucker Explosives	203
Primer Assembler	203
Primer Inserter	203
Sheetmetal Worker	203
Shellacker	203
Sign Painter	203
Tetryl Blender Operator	203
Tetryl Dissolver Operator	203
Tetryl Nitrator Operator, Explosive Handler	203
Threading Machine Operator	203
Tool Grinder Operator	203
Tool Heat Treater	203
Tool Maker	203
#	

Hard of Hearing (33)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Heat Treater	401	Flange Turner	501
Inspector Ordnance	401	Forger Drop	501
Joiner	401	Forger Heavy	501
Layoutman Plate Machine Shop	401	Forger Light	501
Machine Operator Boring Mill	401	Foundry Chipper	501
Machine Operator Drill Press	401	Frame Bender	501
Machinist Production & Maint.	401	Furnaceman	501
Master Mechanic	401	Galvanizer	501
Molder	401	Gas Cutter or Burner	501
Optical Glass Grinder & Polish.	401	Hammer Runner	501
Optical Instrument Assembler	401	Handyman	501
Optical Parts Inspector	401	Heat Treater	501
Optical Polish & Wax Mixer	401	Hod Carrier	501
Ordnance Worker Fem. Cart. Case Shop	401	Holder On	501
Ordnance Worker Fem. Optical S.	401	Instrument Maker	501
Ordnance Worker Male Fem. Mach.	401	Job Printer	501
Saw Filer	401	Joiner	501
Senior Toolmaker & Toolmaker	401	Junior Architect	501
Sheetmetal Worker	401	Loftsman	501
Temperer	401	Machinist Armament	501
Welder	401	Marine Engineman	501
Welder Electric	401	Marine Fireman	501
Welder Electric Boilermaker S.	401	Mason Brick or Stone	501
Welder Gas	401	Melter Electric	501
		Melter Open Hearth	501
		Mill Man	501
		Molder	501
		Operator Gas Plant	501
Anglesmith	501	Optical Parts Inspector	501
Architect	501	Ordnanceman	501
Boatbuilder	501	Packer	501
Boilermaker	501	Patternmaker	501
Calker Wood	501	Pipe Coverer and Insulator	501
Carpenter Ship	501	Pipefitter	501
Cement Finisher	501	Plasterer	501
Cement Worker	501	Press Operator	501
Chipper and Calker	501	Puncher	501
Coppersmith	501	Quarterman Joiner	501
Coppersmith Helper	501	Reinforced Steel Worker	501
Craneman Electric	501	Riveter	501
Craneman Electric Hammerhead Type	501	Rivet Heater	501
Cupola Tender	501	Roofer	501
Driller	501	Sailmaker	501
Driller Pneumatic	501	Sandblaster	501
Electrician Cable Spaicer	501	Sr. General Mech. Refrigeration	501
Electroplater	501	Sewer	501
Engineman Diesel	501	Shearer	501
Engineman Steam	501	Sheetmetal Worker	501
		Shipwright	501

Hard of Hearing (33)

Title of Position	Region & Establishment
#	
Gas Mask Tester	403
Glass Blower	403
Blass Blower Apprentice	403
Millman	404
Model Makers	404
Automotive Mechanic	405
Automotive Mechanic Assistant	405
Automotive Mechanic Junior	405
Automotive Mechanic Under	405
Laboratory Mechanic	405
Laboratory Mechanic Assistant	405
Laboratory Mechanic Junior	405
Aircraft Fabric Worker	406
Painter, Finish & Insignia	406
Parachute Repairman	406
Ribstitcher	406
Wireworker Aviation	406
Anglesmith	407
Boatbuilder	407
Boilermaker	407
Bricklayer	407
Carpenter	407
Carpenter Helper	407
Carpenter (Boat Shop)	407
Carpenter Helper (Boat Shop)	407
Cement Finisher	407
Cement Worker	407
Die Cutter	407
Die Sinker	407
Double Needle Operator	407
Draftsman	407
Engineering Draftsman Aide	407
Engineering Draftsman Apprentice	407
#	
Engineering Draftsman Chief	407
Framebender	407
Gardner	407
Helper, Navigation Instrument Maker	407
Helper Trainee, Fem. Mach. S.	407
Joiner, Supply Shop	407
Letterer and Grainer	407
Loftsman	407
Mason, Brick	407
Mason, Stone	407
Ordnanceman (Supply Shop)	407
Packer, Supply Shop	407
Painter	407
Pipecoverer and Insulator	407
Pipefitter, Shop	407
Plasterer	407
Plumber	407
Riveter, Shop	407
Roofer	407
Sailmaker	407
Stevedore	407
Storekeeper	407
Storekeeper Assistant	407
Storekeeper Junior	407
Storekeeper Under	407
Sweeper	407
Tile Plate Setter	407
Upholsterer	407
#	

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Hard of Hearing (33)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Tile and Plate Setter	501	Mechanic Instrument Aircraft	
Toolmaker	501	Plane	601
Water Tender	501	Mechanic Radio	601
Welder Electric	501	Mechanic Sr. Aerial Photo Camera	601
Welder Gas	501	Millwright	601
		Pattern Maker	601
Blacksmith	502	Photolithographic Reproducers H.	601
Carpenter	502	Repairman Mobile Machine	601
Carpenter Foreman	502	Storekeeper Heavy Duty	601
Checker Under	502	Storekeeper Light Duty	601
Draftsman	502		
Electrician	502	Aircraft Mechanics Helper	602
Electrician Senior	502	Aircraft Mechanic Jr.	602
Fireman Stationary Boiler	502		
Instrument Repairman	502	Blacksmith	603
Laborer Classified	502	Blacksmiths Helper	603
Laborer Unclassified	502	Boilermaker	603
Machine Operator	502	Boilermakers Helper	603
Operator Machine	502	Carpenter Shop	603
Operator Sewing Machine Power	502	Engineer Diesel Marine	603
Optical Instrument Assembler	502	Machinist Production	603
Optical Instrument Finisher	502	Operator Jack Hammer	603
Optical Parts Inspector	502	Welder Electric	603
Painter	502		
Plumber	502	Cabinet Maker	604
Saw Filer	502	Cabinet Maker Master	604
Watch & Chronometer Repairer	502	Checker Clerical	604
		Checker Clerical Junior	604
		Checker Clerical Under	604
		Checker Heavy Duty	604
Aircraft Armament Mechanic	601	Checker Heavy Duty Junior	604
Aircraft Electrician	601	Checker Heavy Duty Under	604
Aircraft Electrician Helper	601	Examiner Clothing	604
Aircraft Maintenance Super Jr.		Harness Cutter	604
Assistant	601	Harness Maker	604
Aircraft Painter Series	601	Inspector Leather	604
Aircraft Radio Electrician Bench	601	Inspector Stoves and Ranges	604
Aircraft Radio Mechanic Bench	601	Inspector Tents and Clothing	604
Aircraft Radio Mech. Installed	601	Inspector Textile and Tentage	604
Aircraft Sheetmetal Worker Bench	601	Inspector Wood Products	604
Aircraft Sheetmetal Worker Plane	601	Millhand Molder	604
Bricklayer	601	Operator Pump	604
Clerk Jr. Property and Supply	601	Repairman Stove	604
Electrician	601	Saddlemaker	604
Engineman Janitor	601	Sheet Metal Worker Maintenance	604
Foreman Leather & Canvas Worker	601	Truck Dispatcher	604
Mechanic Instrument Aircraft			
Bench	601	Draftsman Under Engineering	605

Hard of Hearing (33)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Classified Laborer	704	Operator Crane	905
Elevator Operator	704	Riveter	905
Janitor	704	Rivet Heater	905
Junior Checker	704	Test & Repair Auto Tank Test Driv.	905
Mechanic	704		
Packer	704	Diamond Driller	907
Storekeeper	704	Drill Runner Helper Diamond Rig	907
Under Storekeeper	704	Foreman Shop	907
		High Scaler	907
		Inspector Assistant Core Drilling	907
		Inspector Grouting	907
Assistant Clerk	801	Oiler Drag Line and Shovel	907
Assistant Chief Inspector	801	Operator Bulldozer	907
Assistant Proof Technician	801	Operator Bulldozer Diesel	907
Checkers	801	Operator Compressor	907
Chief Proof Technician	801	Operator Concrete Mixer	907
Chronographer Amm. Proof Tech.	801	Operator Derrick	907
Gauge Maker	801	Operator Dragline and Shovel	907
Gunner Amm. Proof Tech.	801	Operator Dragline Helper	907
Instrument Repairman	801	Operator Mechanical Equip Core Dr.	907
Junior Proof Technician	801	Operator Mech. Equip. Drill Rig	907
Machinist	801	Operator Power Shovel Lima	907
Principal Proof Technician	801	Operator Power Shovel Northwest	907
Proof Technician	801	Operator Pump Diesel	907
Senior Proof Technician	801	Operator Stone Finish	907
Storekeeper	801	Operator Tractor Carry All Attch.	907
Sub Inspector	801	Operator Tractor Crawler Type	907
Sub Inspector Cart. Distributing	801	Powderman	907
Sub Inspector Female Primer Drop	801		
Sub Inspector Male Process Inspector	801		
Sub Inspector Mercury Crack	801	Apprentice Boilermaker 1st 2nd 3rd	X01
Sub Inspector Ordnance Mat.	801	Blacksmith Heavy Fires	X01
Sub Inspector Pullet Pull	801	Blacksmith Other Fires	X01
Timekeeper	801	Boilermaker	X01
Under Proof Technician	801	Boilermaker Assistant	X01
		Calker and Chipper	X01
		Carpenter	X01
		Cement Finisher	X01
Mechanic General	901	Cement Worker	X01
Mechanic Junior General	901	Classified Laborer	X01
Sewage Disposal Plant Worker	901	Die Machine Operator	X01
		Drill Runner Pneumatic	X01
Chemist Powder and Explosives	903	Driller	X01
		Extractor Laundry	X01
Inspector Ordnance Mat. Asst.	905	Flange Turner	X01
Inspector Ordnance Mat. Junior	905	Foreman Pipefitter	X01
Inspector Ordnance Mat. Minor	905	Foreman Rigger	X01

Hard of Hearing (33)

Title of Position	Region & Establishment
#	
Inspector, Heavy Duty	706
Inspector, Light Duty	706
Inspector, Heavy Duty	707
Inspector, Light Duty	707
Inspector, Heavy Duty	708
Inspector, Light Duty	708
Inspector, Heavy Duty	709
Inspector, Light Duty	709
#	
#	
Acetylene-Burner Machine	802
Air-Compressor Operator	802
Arc Welder Erect	802
Arc Welder Flat	802
Blacksmith	802
Burner Acetylene	802
Checker, Labor Material (Auditor)	802
Checker, Steel	802
Chipper	802
Crane Operator	802
Draftsman Engineering Aide	802
Draftsman Engineering (Ship)	802
Grinder (Compressed Air)	802
#	

Title of Position	Region & Establishment
#	
Guard (Tower Watchman)	802
Hull Inspector	802
Lay-out Man	802
Lay-out Man Helper	802
Loftsman	802
Plate Bender	802
Plate Bender Helper	802
Recorder of Welding Records	802
Rigger	802
Rigger (Dir. of Crane Opr.)	802
Sr. Welding Inspector	802
Ship Fitter	802
Ship Fitter Helper	802
Student Welder	802
Timekeeper	802
Tracer, Draftsman Office	802
Welder, Arc, Erect and Flat	802
Welding Instructor	802
Welding Supervisor	802
#	

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Hard of Hearing (33)

Title of Position	Region & Establishment
Forger Drop	X01
Forger Heavy	X01
Forger Light	X01
Foundry Chipper	X01
Furnaceman Heater	X01
Galvanizer	X01
Gas Plant Operator	X01
General Foreman Rigger	X01
Hammer Runner	X01
Heat Treater	X01
Inspector Assistant Concrete	X01
Inspector Cement	X01
Job Printer	X01
Laundress	X01
Lead Burner	X01
Leather Worker Upholsterer	X01
Machine Operator	X01
Machine Operator Special	X01
Machinist Senior	X01
Mangle Hand	X01
Melter Brass Non Ferrous Mixtures	X01
Melter Elec.Steel Furnace Operator	X01
Melter Open Hearth	X01
Molder	X01
Operator Sewing Machine	X01
Optical Glass Grinder & Polisher	X01
Optical Instrument Assembler	X01
Optical Instrument Maker	X01
Paint Sprayman	X01
Press Operator	X01
Rigger Antennae	X01
Rivet Heater	X01
Sailmaker	X01
Sandblaster Shotblaster Ground	X01
Seamstress	X01
Temperer	X01
Tile and Plate Setter	X01
Upholsterer	X01
Watch & Chronometer Repairer	X01
Wood Calker	X01
Engineer Structural	X02
Joiner and Joiner Helper	X02
Laborer Classified Sheet Metal Shop	X02
Sheet Metal Worker	X02
Storekeeper Supply	X02
Storekeeper Technical Aviation	X02
Welder Gas	X02
Cable Splicer Rigging Lift	R01
Carpenter Ship Joiner	R01
Checker	R01
Checker Inventory	R01
Draftsman Marine Inside	R01
Electrician Ship Repair	R01
Foreman Pier	R01
Garageman	R01
Gas Cutter or Burner	R01
Joiner Ship	R01
Machinist Production	R01
Packer	R01
Painter	R01
Welder Electric	R01
Welder Gas Burner	R01
Aircraft Fabric Worker	R02
Aircraft Mechanic General	R02
Assistant Storekeeper	R02
Blacksmith	R02
Buffer and Polisher	R02
Die Machine Operator	R02
Die Sinker	R02
Double Needle Operator	R02
Electroplater	R02
Heat Treater	R02
Helper Sandblast Mach. Operator	R02
Inspector Naval Aviation Stores	R02
Junior Storekeeper	R02
Mechanic Bombsight	R02
Metal Sprayer	R02
Metalsmith Aviation	R02
Painter Aircraft Finish & Insig.	R02
Parachute Repairman	R02
Patternmaker Plaster	R02
Sandblaster	R02
Sewer	R02
Temperer	R02
Toolmaker	R02
Upholsterer	R02
Wireworker Aviation	R02
Boatbuilder	R03
Calker and Chipper Iron	R03
#Calker, Wood	R03
Compositor	R03
Coppersmith	R03
Coremaker	R03
Cupola Tender	R03
Drop Forger Heavy	R03

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Hard of Hearing (33)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Drop Forger Light	R03	Helper Instrument Maker	R09
Flange Turner	R03	Instrument Maker	R09
Foundry Chipper	R03	Mechanic Instrument Maker	R09
Frame Bender	R03	Munitions Worker Female	R09
Furnaceman	R03	Optical Glass Grinder & Polish.	R09
Galvanizer	R03	Optical Glass Plate & Gauge Maker	R09
Holder On	R03	Optical Instrument Assembler	R09
Job Printer	R03	Optical Instrument Finisher	R09
Ladleman	R03	Optical Instrument Maker	R09
Letterer and Grainer	R03	Optical Parts Inspector	R09
Loftsman	R03	#	
Machine Operator	R03	Inspector Army Ordnance Mat.	R11
Machinist Maintenance	R03		
Machinist Outside	R03	Inspector of Ordnance Mat.,Bench	R12
Molder Foundryman	R03	Inspector of Ordnance Mat.,Roving	R12
#Ordnanceman	R03		
Patternmaker Wood	R03	Inspector of Ordnance Materials	R13
Pipecoverer	R03		
Pipecoverer and Insulator	R03	Inspector of Ordnance Material	R14
Puncher and Shearer	R03		
Riveter	R03	Fireman Stationary Steam Boiler	R15
Rivet Heater	R03	Ordnanceman	R15
Sailmaker	R03		
Shipwright	R03	Inspector of Hulls & Machinery	R16
Tile Plate Setter	R03	#	
#Watch & Chronometer Repairer	R03		
Hammer Runner	R04		
Laborer Unclassified	R04		
Ship Scaler	R04		
Dragline Operator	R05		
Foreman Maintenance Shop Gen. Const.	R05		
Painter Automobile	R05		
Roofer	R05		
Saw Filer	R05		
Inspector of Ordnance	R06		
Aircraft Armament Mechanic	R07		
Leather Worker	R07		
Plastic Molder Plexiglass	R07		

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PART V

POSITIONS SUITABLE FOR PERSONS WITH CHRONIC DISEASES (CARDIAC DISEASE, TUBERCULOSIS (ARRESTED OR HEALED)

A. Cardiac

The guiding principle in establishing disability codes relating to heart disease follows fairly closely the American Heart Association classifications. No attempt has been made to interpolate in the disability placement codes any consideration as to the types of heart disease.

Persons with a history of rheumatic heart disease should not be placed in positions in a damp environment or in an environment presenting sudden temperature changes.

Persons wih cardiovascular syphilis are considered the least satisfactory of all the cardiac diseases from the standpoint of placement. The Commission's statistics indicate that this defect has a high incidence in the laboring classes and in most instances incapacitates to the extent where vocational training and placement are difficult and, in view of the guarded prognosis of the disease, often inadvisable.

Persons with a history of coronary disease, manifested by angina pectoris, coronary thrombosis, cardiac asthma, or paroxysmal dyspnea, are not justifiable risks for placement in government industry. There are a small number of positions in government industry where persons with hypertensive heart disease may be placed provided there is no history of decompensation.

Placement potentialities have been coded for a considerable number of machine-shop and drafting positions involving desk or bench duty. All positions which, on survey, disclosed that performance of the duties involve climbing ladders, frequent climbing of stairs, stooping, pushing, crawling, frequent lifting, or other types of arduous physical exertion, have not been given disability classification codes to include cardiac disability.

B. Tuberculosis

The influence of occupation on the incidence and mortality of tuberculosis among wage earners has been the concern of industrial insurance companies and public health agencies for more than a generation. In no other type of physical defect does environment assume such an important role in placement considerations as it does in the case of ex-tuberculous individuals. Factors such as extreme changes in temperature and humidity have been considered unsuitable in the placement of persons with a history of tuberculosis, although these factors have not been proved to affect appreciably the incidence of the disease. Since dusts containing a high percentage of silica have been found to alter susceptibility to tuberculosis and also to have an adverse effect on persons with a history of tuberculosis, in designating placement codes, positions which have been reported to involve this hazard

Organic Heart Disease Fully Compensated (37)

Title of Position	Region & Establishment
#	
Benchman	202
Bench Worker, Hand Metal	202
Electrician, Shop	202
Engineman, Diesel Locomotive	202
Instrument Assembler	202
Optical Worker	202
Painter (Shop)	202
Pipe Coverer and Insulator, Shop	202
#	

Title of Position	Region & Establishment
#	
Shearer Sheet Metal Shop	202
Tool Maker	202
Upholsterer	202
Welder, Acetylene	202
Apprentice, Mechanical Trades	203
Bench Assembler	203
Classified Laborer, Sprayer	203
Cup Filler	203
Cup Plate Filler	203
Dry-Houseman (Tetryl Explosive)	203
Flare Parachute Assembler	203
Inspector Machine Shop	203
Mechanical Time Fuse Operator	203
Operator Automatic Screw Machine	203
Operator Spring Making-Machine	203
Primer Assembler	203
Primer Inserter	203
Sheetmetal Worker	203
Shellacker	203
Sign Painter	203
Tool Grinder Operator	203
Tool Maker	203
#	

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Organic Heart Disease Fully Compensated (37)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Photographer Helper	303	Architect	501
Photolithographic Platemaker Zinc	303	Jr. Architect	501
Photolithographic Pressman	303	Optical Parts Inspector	501
Precision Optical Worker	303	Patternmaker	501
Precision Optical Worker Helper	303	Sailmaker	501
Under Engineering Aid Female	303	Sewer	501
Watch and Chronometer Repair	303	Sheetmetal Worker	501
		Toolmaker	501
Button Sewer	304	Checker Under	502
Buttonhole Maker Male	304	Draftsman	502
Cutter Machine Operator	304	Instrument Repairman	502
Cutters Helper Spreader	304	Machine Operator	502
Embroidress Hand	304	Operator Sewing Machine Power	502
Examiner Inspection Misc. Supp.	304	Optical Instrument Assembler	502
Examiner Knitted & Woven Article	304	Optical Instrument Finisher	502
Inspector of Clothing	304	Optical Parts Inspector	502
Inspector of Textiles	304	Saw Filer	502
Inspector Trainee	304	Watch & Chronometer Repairer	502
Operator Coat	304		
Operator Coat Maker	304		
Operator Collar Maker	304		
Operator Female Buttonhole Maker	304	Aircraft Maint. Super Jr. Asst.	601
Operator Seamstress Hand	304	Aircraft Radio Mech. Bench	601
Operator Sewer	304	Aircraft Sheetmetal Worker Bench	601
Operator Sewing Machine	304	Chief of Plant Production	601
Operator Trouser Finisher	304	Clerk Jr. Property & Supply	601
Operator Trouser Maker	304	Foreman Carpenter Shop	601
Operators Helper	304	Foreman General Mechanic	601
Operators Helper Trimmer	304	Foreman Leather & Canvas Worker	601
Seamstress	304	Mechanic Instru. Aircraft Bench	601
Storekeeper Jr.	304	Mechanic Radio	601
Tailor Assistant	304	Mechanic Sr. Aero. Photo. Camera	601
Tailor Hand Buttonhole Maker	304	Patternmaker	601
Textile Examiner Female	304	Patternmaker Sr.	601
		Photolithographic Repro. Helper	601
		Storekeeper Light Duty	601
Electrician Chief	401	Aircraft Engine Mech. Bench	602
Electrician Leadingman	401		
Electrician Qaurterman	401	Carpenter Shop	603
Joiner	401	Driver Truck Heavy Duty	603
Master Mechanic	401	Engineer Diesel Marine	603
Molder & Apprentice Molder	401	Machinist Production	603
Optical Glass Grinder & Polisher	401		
Optical Parts Inspector	401	Cabinet Maker	604
Ordnance Worker Female Cart. Case Shop	401	Cabinet Maker Master	604
		Checker Clerical	604
Ordnance Worker Male and Female Machine Shop	401	Checker Clerical Jr.	604
		Examiner Clothing	604

Organic Heart Disease Fully Compensated (37)

Title of Position	Region & Establishment
#	
Gas Mask Assembler	403
Gas Mask Tester	403
Glass Blower	403
Glass Blower Apprentice	403
Operator Gas Mask Machine	403
Sewing Machine Adjuster	403
Model Makers	404
#	
Chauffer	405
Electrician	405
Laboratory Mechanic	405
Laboratory Mechanic Assistant	405
Laboratory Mechanic Junior	405
Aircraft Fabric Worker	406
Painter, Finish & Insignia	406
Parachute Repairman	406
Ribstitcher	406
Wireworker Aviation	406
Die Cutter	407
Die Sinker	407
Double Needle Operator	407
Draftsman	407
Elevator Operator, Inside Machine Shop	407
Elevator Operator, Supply Shop	407
Engineering Draftsman Aide	407
Engineering Draftsman Apprentice	407
Engineering Draftsman Chief	407
Foreman Maintenance	407
Gardner	407
Hammer Runner	407
Helper, Navigation Instr. Maker	407
Helper Trainee, Fem., Mach. Shop	407
Loftsman	407
Operator Threading Machine	407
Ordnanceman (Supply Shop)	407
Shipfitter, Shop	407
Storekeeper	407
Storekeeper Assistant	407
Storekeeper Junior	407
Storekeeper Under	407
Tile Plate Setter	407
Upholsterer	407
#	

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Organic Heart Disease Fully Compensated (37)

Title of Position	Region & Establishment
Foreman Packer	604
Harness Cutter	604
Harness Maker	604
Inspector Leather	604
Inspector Miscellaneous	604
Inspector Stoves and Ranges	604
Inspector Tents and Clothing	604
Inspector Textile and Tentage	604
Inspector Wood Products	604
Repairman Stove	604
Saddlemaker	604
Truck Dispatcher	604
Draftsman Under Engineering	605
Engineering Aid Office	605
Overseer Plant Electroplating	607
Packer also Sr. Packer	607
Foreman General	608
Asst. Inspector Chem. Warfare Materials	609
Inspector Engineering Mat. Mech.	610
Inspector Engineering Materials	610
Inspector Ordnance Materials	612
Storekeeper Motor Parts Special	618
Asst. Production Route Sheetwriter	701
Attendant Switchboard	701
Benchman Machinist	701
Benchman Small Arms Equipment	701
Fabric Worker	701
Foreman Assembly Recuperator	701
Foreman & Asst. Department	701
Foreman & Asst. Experimental Manufacturing	701
Foreman & Assistant Inspection	701
Foreman & Assistant Layout	701
Foreman & Assistant Ordnance Maint.	701
Foreman & Assistant Planning	701
Foreman & Assistant Tripod	701
Foreman & Asst. Turret Lathe	701
Foreman & Asst. Woodworking	701
Foreman & Asst. Art. Maint.	701
Foreman Assistant General	701
Foreman Blueprint	701
Grinder Rough	701
Keeper Material	701
Leather Worker Benchman	701
Leather Worker Special	701
Operator Mach. Automatic Screw	701
Operator Water Filter	701
Sub Inspector Small Arms Maint.	701
Targeter	701
Jr. Packer	702
Seamstress	702
Shoe Repairman	702
Tailor	702
Textile Examiner	702
Fuel Overseer	703
Jr. Checker	703
Jr. Storekeeper	703
Sanitary Engineer	703
Sr. Operator Grader	703
Sr. Storekeeper	703
Elevator Operator	704
Jr. Checker	704
Storekeeper	704
Inspector	705
Assistant Clerk	801
Checker	801
Gauge	801
Instrument Repairman	801
Machinist	801
Proof Technician	801
Storekeeper	801
Sub Inspector Primer Drop	801
Sub Inspector Mercury Crack	801
Sub Inspector Ordnance Mat. Fem.	801
Sub Inspector Pullet Pull	801
Timekeeper	801

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Organic Heart Disease Fully Compensated (37)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
		#	
		Inspector, Light Duty	706
		Inspector, Light Duty	707
		Inspector, Light Duty	708
		Inspector, Light Duty	709
		#	
		#	
		Acetylene-Burner Machine	802
		Air-Compressor Operator	802
		Arc Welder Flat	802
		Burner Acetylene	802
		Checker, Labor Material (Auditor)	802
		Checker, Steel	802
		Draftsman Engineering Aide	802
		Draftsman Engineering (Ship)	802
		Grinder (Compressed Air)	802
		Guard (Tower Watchman)	802
		Hull Inspector	802
		Loftsman	802
		Rail Truck Opr. (Diesel Powdered)	802
		Recorder of Welding Records	802
		Ship Fitter	802
		Ship Fitter Helper	802
		Template Maker, Wooden Patterns	802
		Timekeeper	802
		Tracer, Draftsman Office	802
		Welding Instructor	802
		Welding Supervisor	802
		#	

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Organic Heart Disease Fully Compensated (37)

Title of Position	Region & Establishment
Automobile Operator Chauffeur	901
Sewage Disposal Plant Worker	901
Checker Ordnance Mat. Explosives	903
Inspector Ordnance Material Asst.	905
Inspector Ordnance Material Jr.	905
Inspector Ordnance Material Minor	905
Foreman Construction	907
Inspection Asst. Core Drilling	907
Inspector Grouting	907
Operator Compressor	907
Operator Concrete Mixer	907
Operator Pump Diesel	907
Operator Pump Gasoline	907
Operator Tractor Carry All Attach.	907
Operator Tractor Crawler Type	907
Supervisor Quarry	907
Buffer and Polisher	X01
Classified Laborer	X01
Classified Laborer in Patternmaker Shop	X01
Coat Finisher Hand Ironer	X01
Coppersmith	X01
Coppersmith Helper	X01
Die Machine Operator	X01
Die Sinker Operator	X01
Double Needle Operator	X01
Driller	X01
Driller	X01
Electrician	X01
Foreman Pipefitter	X01
Foundry Chipper	X01
Gas Cutter and Burner	X01
Gate Tender	X01
Grainer	X01
Hammer Runner	X01
Heat Treater	X01
Inspector Asst. Concrete	X01
Inspector Cement	X01
Instrument Maker	X01
Joiner	X01
Joiner Foundry	X01
Ladleman Foundry	X01
Lead Burner	X01
Leather Worker Upholsterer	X01
Letterer	X01
Loftsman	X01
Machine Operator	X01
Machine Operator Special	X01
Machinist Helper	X01
Machinist Inside	X01
Machinist Learner Female	X01
Machinist Senior	X01
Mangle Hand	X01
Mechanic Rated 3rd Class in charge of Shop	X01
Melter Brass Non-Ferrous Mixture	X01
Melter Electrical Steel Furnace Op.	X01
Molder	X01
Operator Sewing Machine	X01
Optical Glass Grinder & Polisher	X01
Optical Instrument Assembler	X01
Optical Instrument Maker	X01
Ordnance Man	X01
Paint Sprayman	X01
Painter	X01
Pipecoverer & Insulator	X01
Presser Finisher	X01
Press Operator	X01
Radioman Mechanic	X01
Rivet Heater	X01
Sail Maker	X01
Saw Filer	X01
Seamstress	X01
Sewer	X01
Stockman Storekeeper	X01
Temperer	X01
Toolmaker	X01
Upholsterer	X01
Watch & Chronometer Repairer	X01
Welder Gas	X01
Wood Calker	X01
Architect	X02
Chainman	X02
Electrician Automotive	X02
Engineer Electrical	X02
Engineer Mechanical	X02
Engineer Structural	X02
Laborer Classified Sheetmetal Shop	X02
Machinist General	X02
Mechanic Automotive	X02
Painter	X02
Repairman General	X02
Rodman	X02
Sheetmetal Worker	X02
Storekeeper Ordnance Equipment	X02

Organic Heart Disease Fully Compensated (37)

Title of Position	Region & Establishment
Storekeeper Stockman	X02
Storekeeper Supply	X02
Storekeeper Supply Salvage Dept.	X02
Storekeeper Tech. Aviation	X02
Surveyor Chief of Party	X02
Surveyor Instrument Man	X02
Welder Gas	X02
Cable Splicer Rigging Loft	R01
Checker	R01
Checker Inventory	R01
Draftsman Marine Inside	R01
Foreman Pier	R01
Inspector Cement	R01
Machinist Production	R01
Aircraft Instrument Mechanic	R02
Aircraft Mechanic Motor	R02
Buffer and Polisher	R02
Die Machine Operator	R02
Double Needle Operator	R02
Inspector Naval Aviation Stores	R02
Mechanic Bombsight	R02
Metalsmith Aviation	R02
Ribstitcher	R02
Sewer	R02
Toolmaker	R02
Upholsterer	R02
Wireworker Aviation	R02
Compositor	R03
Sailmaker	R03
#Watch & Chronometer Repairer	R03
Saw Filer	R05
Inspector of Ordnance	R06
Helper Instrument Maker	R09
Instrument Maker	R09
Mechanic Instrument Maker	R09
Optical Glass Grinder & Polisher	R09
Optical Glass Plate and Gauge Maker	R09
Optical Instrument Assembler	R09
Optical Instrument Finisher	R09
Optical Instrument Maker	R09
Optical Parts Inspector #	R09
Inspector Army Ordnance Mat.	R11
Inspector of Ordnance Mat., Bench	R12
Inspector of Ordnance Mat., Roving	R12
Inspector of Ordnance Mat.	R13
Inspector of Ordnance Mat.	R14
Engineman, Diesel Electric	R15
Fireman Stationary Steam Boiler	R15
Inspector of Hulls & Machinery #	R16

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Positions Suitable for Dwarfs (39)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Electrician	405		
Aircraft Fabric Worker	406		
Aircraft Mechanic, Gen.	406		
Aircraft Mechanic, Motor	406		
Airplane Mechanic	406		

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History of Tuberculosis (44)

Title of Position	Region & Establishment
Boat Builder	101
Calker and Chipper	101
Carpenter Building Trades	101
Craneman	101
Craneman Shop	101
Driller	101
Electrician Shop	101
Loftsman	101
Mason Building Trades	101
Puncher	101
Roofer Building Trades	101
Sailmaker Ship	101
Sailmaker Shop	101
Shearer	101
Sheetmetal Worker Ship	101
Sheetmetal Worker Shop	101
Buttonhole Maker	201
Cleaner Clothing Worker	201
Coat Sewing Machine Operator	201
Double Needle Sewing Mach. Operator	201
General Tailor	201
Patternmaker Clothing	201
Pocket Maker Sewing Mach. Operator	201
Seamstress Hand	201
Spreader Clothing Worker	201
Trouser Finisher	201
Trouser Sewing Machine Operator	201
#Benchman	202
Drill Press Operator Shop	202
Driller Shop	202
#Electrician Shop	202
#Instrument Assembler	202
Layout Men .	202
Loftsman	202
Metal Cutters	202
#Optical Worker	202
#Puncher, Sheet Metal Shop	202
Shearing Machine Operator	202
Sheet Metal Worker Bench	202
#Classified Laborer	203
#Sheetmetal Worker	203
Architect	301
Craneman	301
Draftsman	301
Joiner Shop	301
Loftsman	301
Operator Machine Wood	301
Watch & Chronometer Repairer	301
Electrician Aircraft Radio	302
Electrician Aircraft Radio Helper	302
Parachute Repairman	302
Apprent. Mech.Time Fuse Female	303
Assembler Female	303
Asst. Laboratory Aide Female	303
Checker Shop	303
Draftsman Apprentice	303
Draftsman Assistant	303
Draftsman Principal	303
Engineman Gasoline Crane	303
Gauge Checker	303
Gauge Checker Helper	303
Jr. Engineering Aide	303
Layout Man Photolithographic	303
Layout Man Photolithographic Hlpr.	303
Operator Bindery	303
Photographer	303
Under Engineering Aide Female	303
Watch and Chronometer Repairer	303
Button Sewer	304
Buttonhole Maker Male	304
Checker Jr.	304
Cutter Machine Operator	304
Cutters Helper Spreader	304
Embroidress Hand	304
Examiner Inspect.Misc. Supplies	304
Examiner Knitted & Woven Articles	304
Inspector of Clothing	304
Inspector of Textiles	304
Inspectors Trainee	304
Operator Coat	304
Operator Coat Maker	304
Operator Collar Maker	304
Operator Female Buttonhole Maker	304
Operators Helper	304
Operators Helper Trimmer	304
Operator Seamstress Hand	304
Operator Sewer	304
Operator Sewing Machine	304
Operator Trouser Finisher	304
Operator Trouser Maker	304
Seamstress	304
Storekeeper Junior	304
Tailor Assistant	304
Tailor Dress Coat Maker	304

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History of Tuberculosis (44)

Title of Position	Region & Establishment
Tailor Hand Buttonhole Maker	304
Textile Examiner Female	304
Boxmaker	401
Cartridge Case Maker	401
Cartridge Case Maker Punch Press	401
Cartridge Case Maker Turret Drill	401
Coppersmith	401
Coppersmiths Apprentice	401
Electrician	401
Electrician Apprentice	401
Electrician Chief	401
Electrician Helper	401
Electrician Leadingman	401
Electrician Quarterman	401
Hammer Runner	401
Helper Coppersmith	401
HelperSheet Metal Worker	401
Inspector Ordnance	401
Joiner	401
Layout Man Plate Machine Shop	401
Machine Operator Drill Press	401
Machinist Apprentice	401
Machinist Production & Maintenance	401
Master Mechanic	401
Optical Glass Grinder & Polisher	401
Optical Instrument Assembler	401
Optical Parts Inspector	401
Ordnance Worker Female Cart Case Sh	401
Ordnance Worker Female Optical Sh	401
Ordnance Worker Male Female Mach	401
Sawfiler	401
Senior Toolmaker & Toolmaker	401
Sheetmetal Worker	401
Sheetmetal Worker Apprentice	401
Welder	401
Ordnanceman 1st 2nd 3rd Class	402
Architect	501
Cement Finisher	501
Craneman	501
Craneman Electric	501
Craneman Electric Hammerhead Type	501
Electrician Cable Splicer	501
Job Printer	501
Junior Architect	501
Operator Special Machine	501
Optical Parts Inspector	501
Ordnanceman	501
Patternmaker	501
Quarterman Joiner	501
Roofer	501
Sailmaker	501
Sr General Mechanic Refrigeration	501
Sewer	501
Toolmaker	501
Water Tender	501
Checker Under	502
Draftsman	502
Electrician	502
Electrician Senior	502
Guard	502
Machine Operator	502
Operator Machine	502
Operator Sewing Machine Power	502
Optical Instrument Assembler	502
Optical Instrument Finisher	502
Optical Parts Inspector	502
Policeman	502
Saw Filer	502
Watch & Chronometer Repairer	502
Watchman	502
Aircraft Armament Mechanic	601
Aircraft Electrician	601
Aircraft Electrician Helper	601
Aircraft Maintenance Super Jr Asst	601
Aircraft Radio Electrician Bench	601
Aircraft Radio Electrician Helper	601
Aircraft Radio Mechanic Bench	601
Aircraft Sheetmetal Workers Banch	601
Aircraft Sheetmetal Workers Helper	601
Chief of Plant Production	601
Clerk Jr Property and Supply	601
Foreman Carpenter Shop	601
Foreman General Mechanic	601
Foreman Leather & Canvas Workers	601
Inspector Asst.General Construction	601

History of Tuberculosis (44)

Title of Position	Region & Establishment
#	
Chemical Plant Workman	403
Gas Mask Assembler	403
Gas Mask Tester	403
Operator Gas Mask Machine	403
Sewing Machine Adjuster	403
Millman	404
Model Makers	404
Chauffer	405
Crane Operator, Overhead	405
Electrician	405
Laboratory Mechanic	405
Laboratory Mechanic Assistant	405
Laboratory Mechanic Junior	405
Laboratory Mechanic Under	405
Machinist	405
Parachute Repairman	406
Ribstitcner	406
Wireworker Aviation	406
Die Cutter	407
Die Sinker	407
Double Needle Operator	407
Draftsman	407
Electrician Shop	407
#	

Title of Position	Region & Establishment
#	
Elevator Mechanic	407
Elevator Operator, Inside Mach. S.	407
Elevator Opr., Supply Shop	407
Engineering Draftsman Aide	407
Engineering Draftsman Apprentice	407
Engineering Draftsman Chief	407
Engineer Jr. Operator	407
Engineer Stationary Operator	407
Foreman Maintenance	407
Gardner	407
Hammer Runner	407
Helper, Navigation Instr. Maker	407
Helper Trainee, Female, Mach. S.	407
Joiner, Supply Shop	407
Letterer and Grainer	407
Loftsman	407
Mechanic Learner(Inside Mach. S.)	407
Oiler	407
Ordnanceman (Supply Shop)	407
Packer, Supply Shop	407
Painter	407
Pipefitter, Shop	407
Rivet Heater	407
Riveter Shop	407
Roofer	407
Sailmaker	407
Shipfitter, Shop	407
Storekeeper	407
Storekeeper Assistant	407
Storekeeper Junior	407
Storekeeper Under	407
Sweeper	407
Tile Plate Setter	407
Truck Driver	407
Upholsterer	407
Watertender	407
#	

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History of Tuberculosis (44)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
		#	
		Inspector, Light Duty	706
		Inspector, Light Duty	707
		Inspector, Light Duty	708
		Inspector, Light Duty	709
		Acetylene-Burner Machine	802
		Air-Compressor Operator	802
		Checker, Labor Material (Auditor)	802
		Checker, Steel	802
		Crane Operator	802
		Draftsman Engineering Aide	802
		Draftsman Engineering (Ship)	802
		Guard	802
		Guard (Tower Watchman)	802
		Lay-out Man	802
		Lay-out Man (Helper)	802
		Loftsman	802
		Plate Bender	802
		Recorder of Welding Records	802
		Rigger	802
		Sr. Welding Inspector	802
		Ship Fitter	802
		Ship Fitter Helper	802
		Template Maker, Wooden Patterns	802
		Timekeeper	802
		Tracer, Draftsman Office	802
		Welding Supervisor	802
		#	

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History of Tuberculosis (44)

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Operator Compressor	907	Sailmaker	X01
Operator Derrick	907	Saw Filer	X01
Operator Drag Line and Shovel	907	Seamstress	X01
Operator Power Shovel Lima	907	Stockman Storekeeper	X01
Operator Power Shovel Northwest	907	Temperer	X01
Operator Pump Diesel	907	Tool Maker	X01
Operator Pump Gasoline	907	Upholsterer	X01
Operator Tractor Carry All Attach	907	Watch & Chronometer Repairer	X01
Operator Tractor Crawler Type	907	Watchman Guard Policeman	X01
Supervisor Quarry	907	Worker Laundry Unskilled	X01
		Architect	X02
		Chainman	X02
Boat Builder	X01	Electrician Automotive	X02
Carpenter	X01	Engineer Electrical	X02
Cement Finisher	X01	Engineer Mechanical	X02
Classified Laborer	X01	Engineer Structural	X02
Classified Laborer in Patternmaker	X01	Laborer Classi.Sheet Metal Shop	X02
Coppersmith	X01	Machinist General	X02
Coppersmith Helper	X01	Mechanic Automotive	X02
Die Machine Operator	X01	Painter	X02
Die Sinker	X01	Repairman General	X02
Electrician	X01	Rodman	X02
Gate Tender	X01	Storekeeper Stockman	X02
General Foreman Rigger	X01	Storekeeper Supply	X02
Grainer	X01	Storkeeper Supply Salvage Dept.	X02
Helper Woodwork	X01	Storekeeper Technical Aviation	X02
Inspector Assistant Concrete	X01	Surveyor Chief of Party	X02
Inspector Cement	X01	Surveyor Instrument Man	X02
Instrument Maker	X01		
Joiner Foundry	X01		
Laundress	X01		
Letterer	X01	Automotive Mechanic	R01
Loftsman	X01	Cable Splicer Rigging Loft	R01
Machinist	X01	Checker	R01
Machinist Helper	X01	Checker Inventory	R01
Machinist Inside	X01	Draftsman Marine Inside	R01
Machinist Learner Female	X01	Foreman Electrical Installations	R01
Machinist Senior	X01	Foreman Pier	R01
Mechanic Rated 3d Cl.in Chg.Shop	X01	Garageman	R01
Optical Glass Grinder & Polisher	X01	Joiner Ship	R01
Optical Instrument Assembler	X01	Machinist Production	R01
Optical Instrument Maker	X01		
Ordnance Man	X01	Aircraft Instrument Mechanic	R02
Presser Finish	X01	Aircraft Mechanic General	R02
Presser Operator	X01	Aircraft Mechanic Motor	R02
Radioman Mechanic	X01	Die Machine Operator	R02
Rigger Antennae	X01	Double Needle Operator	R02
Rivet Heater	X01	Heat Treater	R02

History of Tuberculosis (44)

Title of Position	Region & Establishment
Inspector Material Supervisor	R02
Inspector Naval Aviation Stores	R02
Mechanic Bombsight	R02
Metalsmith Aviation	R02
Principal Storekeeper	R02
Radio Repairman	R02
Ribstitcher	R02
Sewer	R02
Toolmaker	R02
Upholsterer	R02
Wire Worker Aviation	R02
Compositor	R03
Coppersmith	R03
Foreman Power Plant	R03
Helper Job Printer	R03
Job Printer	R03
Letterer and Grainer	R03
#Ordnanceman	R03
Puncher and Shearer	R03
Sailmaker	R03
Trackman	R03
#Watch & Chronometer Repairer	R03
Hammer Runner	R04
Laborer Unclassified	R04
Foreman Maint. Shop Gen. Const.	R05
Saw Filer	R05
Inspector of Ordnance	R06
Aircraft Armament Mechanic	R07
Leather Worker	R07
Plastic Molder Plexiglass	R07
Diamond Drill Operator	R08
Helper Instrument Maker	R09
Instrument Maker	R09
Mechanic Instrument Maker	R09
Optical Glass Plate & Gauge Maker	R09
Optical Instrument Assembler	R09
Optical Instrument Finisher	R09
Optical Instrument Maker	R09
Optical Parts Inspector	R09
#	
Inspector Army Ordnance Material	R11
Inspector of Ordnance Mat., Bench	R12
Inspector of Ordnance Materials	R13
Inspector of Ordnance Material	R14
Engineman, Diesel Electric	R15
Fireman Stationary Steam Boiler	R15
Motor Grader Operator	R15
Ordnanceman	R15
#	

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Positions Suitable for Women

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Craneman	101	Engine Lathe Operator	202
Craneman Shop	101	Joiner Shop	202
Electrician Shop	101	Lay Out Men	202
Engineman Power House	101	Loftsman	202
Joiner	101	Metal Cutters	202
Machinist Inside	101	Milling Machine Operator	202
Mill Man	101	Pattern Maker	202
Oiler Power House	101	Pipefitter Shop	202
Puncher	101	Planer Machine Operator	202
Rope Maker	101	Shaper Machine Operator	202
Sailmaker Ship	101	Sheet Metal Worker Bench	202
Sailmaker Shop	101	Shipfitter	202
Shearer	101	Turret Lathe Operator	202
Sheetmetal Worker Shop	101	Welder Oxyacetylene	202
Tool Maker	101		
Ordnance Man	102		
		Architect	301
		Buffer and Polisher	301
		Compositor	301
Baster	201	Craneman	301
Buttonhole Maker	201	Draftsman	301
Cleaner Clothing Worker	201	Electrician	301
Clothing Examiner	201	Electrician Helper	301
Clothsponger	201	Engineer Radio	301
Coat Operator	201	Gas Burner or Cutter	301
Coat Sewing Machine Operator	201	Inspector Radio Assistant	301
Cutter	201	Inspector Radio Junior	301
Cutter Assistant Custom	201	Instrument Maker	301
Cutter Custom	201	Job Printer	301
Cutter Head Custom	201	Joiner Shop	301
Cutting Machine Operator	201	Linotype Operator	301
Double Needle Sewing Mach. Opr.	201	Machine Operator Drill Press	301
General Tailor	201	Machinist	301
Marker	201	Molder Core	301
Patternmaker Clothing	201	Pattern Maker	301
Pocket Maker Sewing Mach. Opr.	201	Sewer	301
Seamstress Hand	201		
Spreader Clothing Worker	201	Aircraft Fabric Worker	302
Textile Inspector	201	Aircraft Instrument Helper	302
Trouser Finisher	201	Aircraft Instrument Mechanic	302
Trouser Operator	201	Electrician Aircraft Radio	302
Trouser Sewing Mach. Operator	201	Electrician Aircraft Radio Helper	302
		Parachute Repairman	302
Coppersmith	202		
Core Maker	202	Apprent. Mech. Time Fuse Female	303
Craneman	202	Assembler Female	303
Cutter or Burner	202	Assistant Lab. Aid Female	303
Drill Press Operator	202	Checker Shop	303
Driller Shop	202	Draftsman Apprentice	303

Positions Suitable for Women

Title of Position	Region & Establishment
#	
Anglesmith	202
Benchman	202
Bench Worker, Hand Metal	202
Boilermaker	202
Conductor	202
Die Sinker	202
Electrician (Shop)	202
Engineman Diesel Locomotive	202
Instrument Assembler	202
Lay-out and Marking	202
#	
Lead Burner Shop	202
Optical Worker	202
Ordnanceman	202
Painter Ship	202
Painter Shop	202
Pipe Coverer and Insulator	202
Puncher	202
Sailmaker (Canvas Worker)	202
Saw Filer	202
Shearer Sheet Metal Shop	202
Tool Maker	202
Upholsterer	202
Apprentice Mechanical Trades	203
Bench Assembler	203
Classified Laborer	203
Classified Laborer (Sprayer)	203
Crystallizer Opr.(Tetryl Explo.)	203
Cup Filler	203
Cup Plate Filler	203
Dry-Houseman (Tetryl Explosive)	203
Explosive Operator (Laborer)	203
Flare Parachute Assembler	203
Inspector Machine Shop	203
Machinist (Maintenance)	203
Mechanical Time Fuse Opr.	203
Millwright	203
Opr., Automatic Screw Machine	203
Operator Drill Press	203
Operator Punch Press	203
Operator Reaming Machine	203
Operator Spring Making-Machine	203
Operator Thread Presses	203
Pickling Operator	203
Powder Cutting Operator	203
Pressman Opr. (Explosive Handler)	203
Primer Assembler	203
Primer Inserter	203
Sheetmetal Worker	203
Shellacker	203
Sign Painter	203
Tetryl Dissolver Operator	203
Tetryl Nitrator Operator, Explo. Handler	203
Threading Machine Operator	203
Tool Grinder Operator	203
Tool Maker	203
Welder Oxyacetylene	203
#	

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Positions Suitable for Women

Title of Position	Region & Establishment
Heat Treater	401
Helper General Foundry	401
Helper Machinist	401
Inspector Ordnance	401
Joiner	401
Lay Out Man Plate Machine Shop	401
Machine Operator Drill Press	401
Machinist Apprentice	401
Machinist Production & Maint.	401
Master Mechanic	401
Molder	401
Optical Glass Grinder & Polisher	401
Optical Glass Plate & Gauge Maker	401
Optical Instrument Assembler	401
Optical Parts Inspector	401
Optical Polish & Wax Mixer	401
Ordnance Worker Female Cart. Case Shop	401
Ordnance Worker Female Optical Shop	401
Patternmaker	401
Sheetmetal Worker	401
Sheetmetal Worker Apprentice	401
Welder	401
Welder Electric	401
Welder Gas	401
Ordnance Worker Female	402
Architect	501
Coppersmith	501
Coppersmith Helper	501
Electroplater	501
Engineman Diesel	501
Flange Turner	501
Forger Light	501
Instrument Maker	501
Job Printer	501
Joiner	501
Junior Architect	501
Loftsman	501
Machinist Armament	501
Operator Special Machine	501
Optical Parts Inspector	501
Ordnanceman	501
Patternmaker	501
Sailmaker	501
Sr. General Mech. Refrigeration	501
Sewer	501
Toolmaker	501
Water Tender	501
Checker Under	502
Draftsman	502
Instrument Repairman	502
Machine Operator	502
Machinist	502
Operator Machine	502
Operator Sewing Machine Power	502
Optical Instrument Assembler	502
Optical Instrument Finisher	502
Optical Parts Inspector	502
Saw Filer	502
Watch and Chronometer Repairer	502
Aircraft Electrician	601
Aircraft Maint. Super Jr. Asst.	601
Aircraft Painter Series	601
Aircraft Radio Mechanic Bench	601
Aircraft Sheetmetal Worker Bench	601
Clerk Jr. Property and Supply	601
Electrician	601
Mechanic Instrument Aircraft Bench	601
Mechanic Radio	601
Mechanic Sr. Aerial Photo Camera	601
Pattern Maker	601
Pattern Maker Senior	601
Photolithographic Reproducers Helper	601
Storekeeper Light Duty	601
Aircraft Engine Mechanic Bench	602
Carpenter Shop	603
Driver Truck Heavy Duty	603
Machinist Production	603
Cabinet Maker	604
Cabinet Maker Master	604
Checker Clerical	604
Checker Clerical Junior	604
Checker Clerical Under	604
Examiner Clothing	604
Harness Cutter	604
Harnessmaker	604

Positions Suitable for Women

Title of Position	Region & Establishment
#	
Chemical Plant Operator	403
Chemical Plant Workman	403
Gas Mask Assembler	403
Gas Mask Tester	403
Glass Blower	403
Glass Blower Apprentice	403
Operator Gas Mask Machine	403
Sewing Machine Adjuster	403
Sewing Machine Operator	403
Spray Painter	403
Millman	404
Model Makers	404
Automotive Mechanic	405
Automotive Mechanic Assistant	405
Automotive Mechanic Junior	405
Automotive Mechanic Under	405
Chauffer	405
Crane Operator (overhead)	405
Electrician	405
Laboratory Mechanic	405
Laboratory Mechanic Assistant	405
Laboratory Mechanic Junior	405
Laboratory Mechanic Under	405
Aircraft Fabric Worker	406
Aircraft Mechanic General	406
Aircraft Mechanic, Motor	406
Airplane Mechanic	406
Painter, Finish & Insignia	406
Parachute Repairman	406
Ribstitcher	406
Boilermaker	407
Bricklayer	407
Carpenter	407
Carpenter Helper	407
Die Cutter	407
Die Sinker	407
Double Needle Operator	407
Draftsman	407
Electrician Shop	407
Elevator Opr., Inside Machine Shop	407
#	
Elevator Operator, Supply Shop	407
Engineering Draftsman Aide	407
Engineering Draftsman Apprentice	407
Engineering Draftsman Chief	407
Engineer Junior Operator	407
Engineer Stationary	407
Gardner	407
Hammer Runner	407
Helper Navigation Instrument Maker	407
Helper Trainee, Fem., Machine Shop	407
Joiner, Supply Shop	407
Letterer and Grainer	407
Loftsman	407
Mason, Brick	407
Mason, Stone	407
Mechanic Learner (Inside Mach. Shop)	407
Oiler	407
Operator Threading Machine	407
Ordnanceman (Supply Shop)	407
Packer (Supply Shop)	407
Painter	407
Plasterer	407
Riveter, Shop	407
Sailmaker	407
Shipfitter Shop	407
Storekeeper	407
Storekeeper Assistant	407
Storekeeper Junior	407
Storekeeper Under	407
Sweeper	407
Tile Plate Setter	407
Truck Driver	407
Upholsterer	407
Watertender	407
#	

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Positions Suitable for Women

Title of Position	Region & Establishment
Inspector Miscellaneous Supplies	604
Inspector Stoves and Ranges	604
Inspector Tents and Clothing	604
Inspector Textile and Tentage	604
Inspector Wood Products	604
Operator Pump	604
Repairman Stove	604
Saddlemaker	604
Truck Dispatcher	604
Draftsman Under Engineering	605
Engineering Aid Office	605
Mechanic Auto	605
Mechanic Special Auto Body Builder	605
Buffer	607
Helper Mechanical Machinist	607
Mechanics Helper General	607
Packer Also Senior Packer	607
Polisher	607
Asst. Inspector Chem. Warfare Mat	609
Inspector Engineering Mat. Mech.	610
Inspector of Engineering	610
Inspector Ordnance Materials	612
Inspector Powder & Explosives	613
Repairman Heating Control	617
Repairman Refrigeration	617
Repairman Refrigeration Control	617
Storekeeper Motor Parts Specialist	618
Adjuster Belt	701
Armorer Field Service	701
Armorer Traveling S. A. Maint.	701
Assembler Small Arms & Equipment	701
Assembler Tank & Tractor	701
Assembler Vel. Shop	701
Assistant Production Estimator	701
Assistant Production Follow Up Man	701
Asst. Production Route Sheet Writer	701
Attendant Switchboard	701
Benchman Machinist	701
Benchman Small Arms & Equipment	701
Boy Shop	701
Bricklayer	701
Carpenter	701
Cement Finisher	701
Checker Shop	701
Coremaker	701
Craneman Electric	701
Diesetter	701
Diesinker	701
Electrician	701
Engineman Crane	701
Engineman Locomotive	701
Engineman Power Roller	701
Fabric Worker	701
Foreman Assembly Recuperator	701
Foreman & Asst. Automatic Screw Machine	701
Foreman & Asst. Department	701
Foreman & Asst. Drill Press	701
Foreman & Asst. Electrical	701
Foreman & Asst. Experimental Mfg.	701
Foreman & Asst. Garage	701
Foreman & Asst. Grinding	701
Foreman & Asst. Hyd. Press	701
Foreman & Asst. Inspection	701
Foreman & Asst. Layout	701
Foreman & Asst. Machine	701
Foreman & Asst. Maintenance	701
Foreman & Asst. Ordnance Maint.	701
Foreman & Asst. Paint	701
Foreman & Asst. Planning	701
Foreman & Asst. Printing	701
Foreman & Asst. Recuperator	701
Foreman & Asst. Repair	701
Foreman & Asst. Small Arms	701
Foreman & Asst. Toolmaking	701
Foreman & Asst. Tripod	701
Foreman & Asst. Turret Lathe	701
Foreman & Asst. Welding	701
Foreman & Asst. Woodworking	701
Foreman Apprentice	701
Foreman Artillery Maintenance	701
Foreman Assistant Assembly	701
Foreman Assistant Automotive	701
Foreman Assistant General	701
Foreman Blueprint	701
Foreman Bridge	701
Foreman Construction & Maintenance	701

Positions Suitable for Women

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Foreman Tool Issuing	701	Foreman Footwear	702
Gas Burner and Cutter	701	Foreman Textiles	702
Girl Shop	701	Junior General Mechanic	702
Grinder Rough	701	Seamstress	702
Hardener Tool	701	Shoe Repairman	702
Helper Plater	701	Tailor	702
Inspector Artillery Maintenance	701	Tent Repairman	702
Inspector Shop	701	Textile Examiner	702
Instrument Maker	701		
Keeper Material	701	Assistant Storekeeper	703
Laborer Classified Female	701	Auto Mechanic	703
Leather Worker Benchman	701	Chief Mechanic	703
Leather Worker Special	701	Electrician	703
Machinist	701	Fuel Overseer	703
Machinist Traveling Art Maint.	701	Helper Auto Mechanics	703
Mechanic Automotive	701	Junior Checker	703
Moveman	701	Junior Storekeeper	703
Operator Drawbridge	701	Mechanic Sr.General Woodworking	703
Operator Elevator	701	Painter	703
Operator Machine Automatic Screw	701	Painters Helper	703
Operator Machine Cut Off	701	Plumber	703
Operator Machine Driller	701	Refrigeration Mechanic	703
Operator Machine General	701	Sanitary Engineer	703
Operator Machine Hyd. Press	701	Sr. Foreman Auto Mechanics	703
Operator Machine Lapping Recup.	701	Sr. Operator Grader	703
Operator Machine Power Loading	701	Sr. Storekeeper	703
Operator Machine Precision Grind.	701	Sheetmetal Foreman	703
Operator Machine Sheet Metal	701	Sheetmetal Worker	703
Operator Machine Turret Lathe	701	Storekeeper	703
Operator Machine Wood	701	Truck Driver	703
Operator Star Gage	701	Under Storekeeper	703
Operator Tractor Shop	701		
Operator Water Filter	701	Assistant Storekeeper	704
Packer	701	Carpenter	704
Painter	701	Elevator Operator	704
Patternmaker Metal	701	Janitor	704
Plater	701	Junior Checker	704
Polisher	701	Lift Operator	704
Printer	701	Mechanic	704
Repairman General	701	Storekeeper	704
Repairman Utilities	701	Truck Driver	704
Riveter	701	Under Storekeeper	704
Saw Filer	701		
Set Up Man	701	Inspector	705
Sheet Metal Worker	701	#	
Stock Finisher	701	Inspector, Light Duty	706
Subinspector Sm. Arms Maint.	701		
Targeter	701	Inspector, Light Duty	707
Toolchaser	701		
Toolchaser Foreman Assistant	701	Inspector, Light Duty	708
Toolmaker	701		
Toolmaker Precision	701	Inspector, Light Duty	709
Toolmaker Sub Eligible	701	#	
Truck Driver Heavy Duty	701		
Welder Electric	701		

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Positions Suitable for Women

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Assistant Clerk	801	Craneman Electric	X01
Checkers	801	Die Machine Operator	X01
Chronographer Ammun. Proof Tech.	801	Double Needle Operator	X01
Machinist	801	Electrician	X01
Storekeeper	801	Electrician Helper	X01
Sub Inspector Cart. Distribution	801	Extractor Laundry	X01
Sub Inspector Female Primer Drop	801	Foreman Pipefitter	X01
Sub Inspector Mercury Crack	801	Gas Plant Operator	X01
Sub Inspector Ordnance Material	801	Gate Tender	X01
Sub Inspector Pullet Pull	801	Grainer	X01
Timekeeper	801	Helper Electrician	X01
		Inspector Cement	X01
		Instrument Maker	X01
		Joiner	X01
Automobile Operator Chauffer	901	Laundress	X01
Automotive Mechanic	901	Lead Burner	X01
Garageman	901	Leather Worker Upholsterer	X01
Mechanic General	901	Letterer	X01
Mechanic Junior General	901	Loftsman	X01
		Machine Operator	X01
Checker Ordnance Material Explos.	903	Machinist	X01
Chemist Powder & Explosives	903	Machinist Inside	X01
Compositor	903	Machinist Learner Female	X01
Electrician Radio	903	Mangle Hand	X01
Foreman Power Plant	903	Mechanic Rated 3rd Class in Charge Shop	X01
Machine Operator	903	Operator Sewing Machine	X01
Aircraft Armament Mechanic	907	Optical Glass Grinder & Polisher	X01
Inspector Grouting	907	Optical Instrument Assembler	X01
Operator Compressor	907	Optical Instrument Maker	X01
Operator Pump Diesel	907	Ordnance Man	X01
Operator Pump Gasoline	907	Paint Sprayman	X01
Operator Tractor Carry All Attach	907	Painter	X01
Operator Tractor Crawler Type	907	Patternamker	X01
		Planneman	X01
Helper Instrument Maker	909	Press Operator	X01
Instrument Maker	909	Presser Finish	X01
Munitions Worker Female	909	Puncher	X01
Optical Glass Grinder & Polisher	909	Radioman Mechanic	X01
Optical Glass Plate & Gauge Maker	909	Rivet Heater	X01
Optical Instrument Assembler	909	Sailmaker	X01
		Seamstress	X01
		Sewer	X01
		Shearer	X01
Buffer and Polisher	X01	Stockman Storekeeper	X01
Classified Laborer	X01	Tool Maker	X01
Classified Laborer In Pattern-maker	X01	Upholsterer	X01
Coat Finisher Hand Ironer	X01	Watch & Chronometer Repairer	X01
		Welder Gas	X01

Positions Suitable for Women

Title of Position	Region & Establishment	Title of Position	Region & Establishment
#			
Acetylene-Burner Machine	802		
Air-Compressor Operator	802		
Burner Acetylene	802		
Checker, Labor Material (Auditor)	802		
Checker, Steel	802		
Crane Operator	802		
Draftsman Engineering Aide	802		
Draftsman Engineering (Ship)	802		
Guard (Tower Watchman)	802		
Hull Inspector	802		
Lay-out Man	802		
Loftsman	802		
Rail Truck Opr. (Diesel Powered)	802		
Recorder of Welding Records	802		
Student Welder	802		
Template Maker (Wooden Patterns)	802		
Test Welder Examiner	802		
Timekeeper	802		
Tracer, Draftsman Office	802		
Welder, Arc, Erect and Flat	802		
Welding Instructor	802		
#			

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Positions Suitable for Women

Title of Position	Region & Establishment	Title of Position	Region & Establishment
Worker Laundry Unskilled	X01	Brakeman	R03
		#Calker, Wood	R03
Architect	X02	Coppersmith	R03
Chainman	X02	Coremaker	R03
Engineer Electrical	X02	Drop Forger Light	R03
Engineer Mechanical	X02	Flange Turner	R03
Engineer Structural	X02	Helper Job Printer	R03
Laborer Classified Sheetmetal Shop	X02	Job Printer	R03
Machinist General	X02	Loftsman	R03
Mechanic Automotive	X02	#Ordnanceman	R03
Painter	X02	Patternmaker Wood	R03
Rodman	X02	Puncher and Shearer	R03
Storekeeper	X02	Rivet Heater	R03
Storekeeper Supply	X02	Sailmaker	R03
Storekeeper Technical Aviation	X02	Tile Plate Setter	R03
Surveyor Chief of Party	X02	#Watch & Chronometer Repairer	R03
Cable Splicer Rigging Loft	R01	Compressor Operator	R04
Checker	R01	Crane Operator	R04
Checker Inventory	R01	Fireman Power Plant Oil Fired	R04
Draftsman Marine Inside	R01	Pump and Compressor Operator	R04
Gas Cutter or Burner	R01		
Machinist Production	R01	Inspector Ordnance Material Asst.	R05
Marine Engineman	R01	Inspector Ordnance Material Junior	R05
		Inspector Ordnance Material Minor	R05
Aircraft Fabric Worker	R02	Painter Automobile	R05
Aircraft Instrument Mechanic	R02	Saw Filer	R05
Aircraft Mechanic General	R02		
Aircraft Mechanic Motor	R02	Inspector of Ordnance	R06
Assistant Storekeeper	R02		
Buffer & Polisher	R02	Plastic Molder Plexiglass	R07
Die Machine Operator	R02	Weather Worker	R07
Double Needle Operator	R02		
Electrician Aircraft Radio	R02	Mechanic Instrument Maker	R09
Electroplater	R02	Optical Instrument Finisher	R09
Grinder Operator	R02	Optical Instrument Maker	R09
Heat Treater	R02	Optical Parts Inspector	R09
Inspector Material Supervisor	R02	#	
Inspector Naval Aviation Stores	R02	Inspector Army Ordnance Material	R11
Junior Storekeeper	R02		
#Laborer (sorting bolts, nuts, and screws)	R02	Inspector of Ordnance Mat.,Bench	R12
		Inspector of Ordnance Mat.,Roving	R12
Mechanic Bombsight	R02		
Metalsmith Aviation	R02	Inspector of Ordnance Materials	R13
Metal Sprayer	R02		
Painter Aircraft Finish & Insignia	R02	Inspector of Ordnance Material	R14
Parachute Repairman	R02		
Patternmaker Plaster	R02	Chauffer, Bus Driver	R15
Principal Storekeeper	R02	Engineman, Diesel Electric Locomo.	R15
Radio Repairman	R02	Fireman Stationary Steam Boiler	R15
Ribstitcher	R02	Motor Grader Operator	R15
Senior Safety Inspector	R02	Ordnanceman	R15
Sewer	R02	#	
Temperer	R02		
Toolmaker	R02		
Upholsterer	R02		
Wireworker Aviation	R02		

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ADDENDUM SENTENCES

First U. S. Civil Service Region

Power House
Ashman
Oiler
Fireman
Water Tender
Boston Navy Yard
Duties are not particularly arduous and do not require any special qualifications.

Blacksmith
Forger, Drop
Forger, Heavy & Light
Chain-Maker
Furnace Man
Hammer-Runner
Boston Navy Yard
Hammer-runner and furnace man may at times have less arduous duties, but in general this shop requires man of unusual physical condition. Heat and noise are intense.

Boatbuilder
Boston Navy Yard
Moderate agility is required for most of the work, but there is some bench work which involves very little climbing and some prolonged standing.

Boilermaker
Boston Navy Yard
Moderate hypertension not a hazard for some of duties; would be for others. Shop work demands no particular ht.-wt. requirements; ship work demands agility and ability to work in small spaces.

Building Trades
Carpenter
Mason
Roofer
Sheetmetal Worker
Boston Navy Yard
Sheetmetal worker in building trades makes cornices, gutters, etc.—does not work on ships or in shop.

Coppersmith
Boston Navy Yard
Very little ship work; mainly shop. Color Vision is essential, since much of work calls for heating copper to proper temperature which is determined by the shade of red to which the metal is heated.

Second U. S. Civil Service Region

#Anglesmith
New York Navy Yard, Brooklyn, N. Y.
The duties of an anglesmith consist of forming angles on metal by marking the part to be bent and placing it on the bed of the machine which is operated by a hand lever that releases a bar. The activity varies with the size of the pieces to be angulated.

#Apprentice, Mechanical Trades
Picatinny Arsenal, Dover, N. J.
The apprentices in the mechanical trades work at the machines usually found in a machine shop--lathes, screw machines, milling machines, shapers, drill presses and grinding machines. They stand at their work, read blue prints, use micronmeters and gauges. Activity is moderate and may be performed by women.
A one-legged person, with a satisfactory orthopedic appliance may perform the duties efficiently. Although a one-eyed individual is able to manage the involved tasks, there is danger of metal chips entering the good eye.
Apprentices are taught to operate all types of machines; they also attend lectures during the entire period of 4 years.

Baster
Naval Clothing Depot, New York, N. Y.
This is light work and consists of applying lining to coats and stitching it in place by hand. Men do this work in sitting or standing positions.

#Bench Assembler
Picatinny Arsenal, Dover, N. J.
Bench Assemblers are employed in assembly of the various small parts of detonators, primers and fuses. The work is light, repetitious, requires manual dexterity and is performed at a bench in the sitting position. Duties may be performed by one-legged and one-eyed persons.

#Benchman
New York Navy Yard, Brooklyn, N. Y.
The duties of benchmen vary considerably from shop to shop. The types of work performed are--assembly of instruments, grinding, punching, marking, filing, soldering, inspection, cleaning of parts, optical work, etc. In general the activities involved are not arduous. One-eyed, one-legged, hard-of-hearing persons are suited for this type of work; also older employees, those with moderate hypertension; in the optical shop, arrested tuberculosis is acceptable.

#Bench Worker, Hand Metal
New York Navy Yard, Brooklyn, N. Y.
(See Centerless Grinding Machine)

#Bench Worker, Sheet Metal
New York Navy Yard, Brooklyn, N. Y.
Bench workers perform their duties, sitting most of the time while filing and assembling.

Second U. S. Civil Service Region

#Bending Machine Operator
New York Navy Yard, Brooklyn, N. Y.

Bending machine operators insert sheets of metal into a heavy machine and operate switches that bring powerful pressure against the metal. The fingers are held close to the moving part. The operator stands at the machine. His "timing" must be good; he must have normal near vision. Requires excellent depth perception and eye muscle co-ordination.

#Bending-Roll Operator
New York Navy Yard, Brooklyn, N. Y.
(See Lay-out Marking)

Blacksmith & Forger
New York Navy Yard, Brooklyn, N. Y.

The work in these shops is very arduous. The environment is very warm; there is dust present and fumes are produced by the heated metal.

The blacksmith hammers objects by hand. The forger feeds and manipulates the hot steel in a mechanical hammer machine (drop forge).

Hazards consist of burns; injuries sustained as result of falling steel products; foreign bodies in the eyes.

Although navy yard work requires fairly good distant vision and fairly good hearing, these attributes are not essential to this trade.

#Block Press Operator (Explosive Handler)
Picatinny Arsenal, Dover, N. J.

This operator loads a hydraulic press with the macerated nitrocellulose and starts the machine which compresses the material into blocks that weigh from sixty to seventy-five pounds. The blocks are carried by the operator to the "macaroni press" (screen press) for the next operation. The macaroni-like strands are then blocked (final) for further processing.

The work is arduous, repetitious and is not suitable for women. Environment contains ether fumes.

Boatbuilder
New York Navy Yard, Brooklyn, N. Y.

This work is arduous. Men work in various awkward positions, using arms and legs continuously in climbing, bending and walking. A person with one good eye would be able to do this work satisfactorily. Loss of last two fingers would not impair efficiency.

The chief hazards are inhalation of dusts, minor cuts and falling boards. This work could be performed by a strong woman.

#Boiler-Maker
New York Navy Yard, Brooklyn, N. Y.

The work done in all parts of the boiler shop is arduous. The employees are subjected to a constant barrage of noise. Most of the duties are performed in standing position.

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Women can do welding, layout, and bench-work operations in this shop.

The shop encompasses numerous types of different operations which require men with varying physical abilities. It is in a large building which is dusty, and hazardous; there are many heavy machines in the shop.

#Box-Maker

Picatinny Arsenal, Dover, N. J.

The box-maker manufactures wooden cases used for holding completed shells. The employee handles long pieces of lumber, cuts them to desired sizes at a band saw, assembles the individual pieces; using hammer, screw driver, chisel in the process.

Work is arduous and performed in standing position.

Environment dusty and noisy. Rugged women can do this work.

#Brakeman

New York Navy Yard, Brooklyn, N. Y.

The brakeman couples freight cars and disengages cars by removing a large metal pin. The coupling weighs about fifty to sixty pounds; he must swing it onto a freight car many times during the day. He climbs up ladders; walks between freight cars. This work is hazardous and is not suitable for women. Normal color vision is not required for brakeman.

#Centerless Grinding Machine

New York Navy Yard, Brooklyn, N. Y.

The shop is in a large building which is noisy, dusty and hazardous; there are many pieces of heavy machinery throughout the shop.

Chipper and Calker

New York Navy Yard, Brooklyn, N. Y.

This employee operates a pneumatic machine and works in various awkward positions, using arms and legs continuously in climbing, bending and walking. A person with one good eye would be able to do this work satisfactorily. Loss of last two fingers would not impair efficiency.

The chief occupational hazard is eventual disturbance of hearing. In many of these employees, audiometric tests would most likely disclose defective hearing; however, they work satisfactorily in a noisy, dangerous environment at the Navy Yard.

On ship these employees work in close quarters, near riveters and are exposed to fumes of the hot metal.

Deafness would be an asset here, as the worker would be free of the nerve-wracking noise, but at this Navy Yard, there is the hazard of not hearing approaching machinery.

#Classified Laborer

Picatinny Arsenal, Dover, N. J.

The title of Classified Laborer has presented some difficulty to the examining physicians, in cases where a physical defect or disease has been disclosed. In an effort to evaluate the fitness of the applicant in relation to the activities involved it is necessary to know the particular duties that must be performed. The term offers no such clue inasmuch as it covers a large group of diversified tasks. Some classified laborers are performing light duties.

Second U. S. Civil Service Region

#Classified Laborer (Flare Parachute Assembler)
Picatinny Arsenal, Dover, N. J.

This worker, like the sprayer, does odd jobs in the maintenance division. At the time of the survey a group was hand-sewing the cloth parts and cords of small parachutes for flares. This particular activity is light and is performed sitting.

#Classified Laborer (Sprayer)
Picatinny Arsenal, Dover, N. J.

The duties of Classified Laborer (Sprayer) vary according to the particular assignment. At the time of this survey a group was spraying the outer surfaces of shell cases to preserve the metal. The operation is carried out in a hooded exhaust compartment. This particular activity is light.

These classified laborers do not perform the same type of work for long periods of time. When the assignment is completed they may have entirely different tasks.

Cleaner (Clothing Worker)
Naval Clothing Depot, New York, N. Y.

Women perform this work, sitting or standing. Duties consist of cutting and pulling threads from the garment after the sewing operations are completed. Physical exertion is light.

Environment is good; there is only slight amount of dust present.

Cloth Sponger
Naval Clothing Depot, New York, N. Y.

This type of work is moderately active. The men stand at their tasks and walk around the machines that unravel the cloth. The environment is warm and saturated with steam. The temperature remains fairly constant.

Clothing Examiner
Naval Clothing Depot, New York, N. Y.

These employees inspect finished garments for defects. They stand at work; activity is light.

Coat Operator
Naval Clothing Depot, New York, N. Y.

This work is done by male operators at power driven sewing machines. They sew together the various parts of coats, made of heavy material. The activity is moderately arduous, as the material must be swung around after each sewing operation. Excellent near vision is required. This work could be done by strong women with excellent muscular development of the arms.

#Conductor
New York Navy Yard, Brooklyn, N. Y.

In order to prevent possible accident resulting from sudden disability of the engineman, the conductor, who is taught to operate the controls, rides in the cab.

Second U. S. Civil Service Region

#Cupola Tender
New York Navy Yard, Brooklyn, N. Y.

Duties consist of standing on a platform about four feet off the ground, watching the melting of the metal, drawing off the slag and directing the pouring of the molten metal. Tender uses a long metal bar to stir the molten mass. The work is arduous; worker is exposed to dust, fumes, heat and noise. Splashing metal presents hazard of burns to the body and the eyes. Tender climbs up to his post and stands by the furnace all day. Work is not suitable for women.

Cutter (Head Custom, Assistant Custom, Custom)
Naval Clothing Depot, New York, N. Y.

Employee performs the duties of marking and cutting cloth for made-to-order garments in a standing position. Activity is light. Cloth is cut by hand.

Environment is good except for slight amounts of dust from cloth.

Cutter & Marker
Naval Clothing Depot, New York, N. Y.

Work consists of tracing an outline on cloth, then cutting the material by machine (for mass production) and by hand (for custom work). The work is performed in standing position. Activity is light.

Cutting Machine Operator
Naval Clothing Depot, New York, N. Y.

Work consists of standing at tables while pushing and guiding a machine with a rapidly revolving circular knife, along an indicated outline, through many thicknesses of cloth.

Environment is good as far as light and ventilation are concerned; dust from cloth is present in the air, but not in excessive amount.

Chief hazard is danger of finger cuts or amputations.

Drill Press Operator, Ship & Shop
New York Navy Yard, Brooklyn, N. Y.

Inside work (in the shop) is less arduous than outside work (on the ship) because of more room, with opportunity to sit while the press is drilling (on certain jobs). Portable drill presses are used when working on the ship; these are heavy and must be supported by one man, while the other pushes the machine against the metal. Men who work on the ship must be able to work in small spaces.

Hazards are minor cuts, wounds of legs by long curling pieces of metal when worker is standing during the drilling process; injuries from surrounding machinery.

A woman could operate the drill presses in the shop, but would have to be a very strong person to operate and carry portable presses on board ship.

The men who work on board ship must have fairly good distant vision, as well as good near vision. The inside operators require excellent near vision, as they must be able to see the marks in the metal where the holes are to be drilled.

#Driller
New York Navy Yard, Brooklyn, N. Y.

See Drill Press Operator

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#Die Sinker
New York Navy Yard, Brooklyn, N. Y.

These workers may sit at the bench or stand at cutting machines. The duties consist of working with a solid block of steel, outlining the desired shape on the planed surface, then making a specified impression in the metal by means of a machine that cuts away the metal to the desired depth and shape. The impression in the metal is finished by hand with files, chisels, etc. The completed product is a die that is used in a drop forge machine, the hot metal being forced against the die until it assumes the shape of the die. The only heavy duty involved is the movement of the block of metal from machine to the bench; the finishing operations are light tasks requiring considerable skill. Small dies require from light to moderate activity. Depth perception isn't absolutely necessary, inasmuch as the cutting operation is controlled and set by a micrometer-like dial. Women could perform these duties; heavy work could be moved by hoist or male helpers.

#Dry-Houseman (Tetryl Explosive)
Picatinny Arsenal, Dover, N. J.

The function of this operator is to maintain a specified, constant temperature in drying tetryl after the Crystallizing operation. The work requires the reading of heat recording apparatus, and adjustment of the amount of steam admitted to the blowers. The duties are light and they may be performed by women.

Engine Lathe Operator
New York Navy Yard, Brooklyn, N. Y.

An engine lathe operator stands at his work constantly watching while the lathe is cutting. He must have excellent near vision in order to read fine gauges and he also must have normal depth perception.

#Electrician, Field
Picatinny Arsenal, Dover, N. J.

The field electrician strings wires between poles and buildings from main lines. This employee must be able to climb poles and ladders to repair lines in all kinds of weather. Work varies from moderate to arduous duties, depending on the particular assignment. Color vision is necessary to identify wires of various circuits. Women could assist in ground work.

#Electrician, Shop
New York Navy Yard, Brooklyn, N. Y.

Color vision is necessary in wiring operations, as the different circuit wires are distinctly colored.

The amount of dust in the environment is apparently not great. An individual with healed or arrested tuberculosis would probably get along well in this shop as long as he handled the lighter duties. Duties involve fine soldering, use of light tools, reading of wiring diagrams. The greater part of the tasks done in the shop vary from light to moderate. The heaviest activity centers about the movement of large motors by means of hoists. The shop work is well suited for women, as the duties require delicate touch and only light exertion. One-legged persons could perform many of the operations.

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#Electrician, Ship
New York Navy Yard, Brooklyn, N. Y.

Color vision is necessary in wiring operations, as the different circuit wires are distinctly colored.

The installation of electrical equipment on board ship is arduous inasmuch as aid of hoists is lacking; several men must lift heavy parts.

#Engineman, Diesel
New York Navy Yard, Brooklyn, N. Y.

An engineman may stand or sit at his controls. He manipulates several hand levers that control the motion of the locomotive. The work is not arduous. Environment is not warm, nor is it very noisy. Vision, near and distant, must be good bilaterally. Women are suitable for this work.

#Explosives Operator (A Laborer, Process)
Picatinny Arsenal, Dover, N. J.

An explosives operator is a general term that includes one who performs any of the numerous, repetitive tasks related to loading and assembling fuzes, detonator primers, shells, boosters. Duties consist in weighing and pouring explosives into the parts mentioned, compressing powder into pellets and performing operations to retain powder in place by compressing, applying foil and shellac. Woman are almost exclusively engaged in these activities which are light, most of which are sitting operations.

#Flange Turner
New York Navy Yard, Brooklyn, N. Y.

The flange turner operates a machine that forms a bend (flange) at the edge of a plate by the action of a power driven hammer. The worker sets his plates on the bed of the press, clamps them in place and releases the hammer. The plate is manipulated until the flange is formed completely along the edge. He may set up dies to produce various angles. The work is heavy. Environment is noisy and dusty. Women are not suitable for this type of work.

#Forger
New York Navy Yard, Brooklyn, N. Y.

See Blacksmith & Forger

#Foundry Chipper
New York Navy Yard, Brooklyn, N. Y.

This operator uses a pneumatically-driven apparatus with interchangeable end pieces that cuts away the rough edges on completed metallic molds. The work is arduous; it necessitates bending and squatting. Environment is dusty and noisy. Rugged women might be able to perform this work if they had assistance in moving the molds.

#Frame-Bender
New York Navy Yard, Brooklyn, N. Y.

This employee performs arduous duties, must possess two good legs and be able to move quickly. The work is done on a large, metal platform which presents many openings for pegs that are changed in position so that the red hot metal may be bent to the desired shape. Several men form a team that must function rapidly in order that the metal may be manipulated before it cools. Sledge hammers are wielded by these employees. This work is not suitable for women.

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#Furnaceman Foundry
New York Navy Yard, Brooklyn, N. Y.

This type of work involves arduous duty, which consists of charging the cupola with coke and weighed amounts of metal (ferrous). The fuel is shoveled by hand. Worker stands at his post. Environment is warm, dusty, and exposes worker to excessive light. Women are not suited for this work.

Gas Cutter Burner
New York Navy Yard, Brooklyn, N. Y.

Work may be inside or outside of the shop. Workers use a radiograph machine, and gas-cutting apparatus that burns through metal (acetylene and oxygen). They usually stand at their work and hold the apparatus with both hands, or the apparatus is operated mechanically on an automatic sliding mechanism.

Hazards are burns from hot metal, inhalation of irritating fumes, ophthalmia from light of torch.

Workers outside the shop, are not subjected to fumes from the burning metal as much as the inside workers.

At some jobs a one-legged man, with satisfactory prosthesis, could perform this work. On large jobs where one must climb, a person with two good legs is required.

A person with one good eye who can follow a line with an acetylene torch would be satisfactory. Inasmuch as the work is flat and linear, depth perception is not essential. Color vision is necessary since the operator adjusts his flame by its color.

General Tailor
Naval Clothing Depot, New York, N. Y.

Workers make entire garment themselves by marking, cutting (hand and machine), sewing, basting, and pressing (hand and machine). They sit for some operations and stand for others. The work is light.

#Graining Press Operator (Explosive Handler)
Picatinny Arsenal, Dover, N. J.

This operator places a die at the bottom of the chamber then loads it with blocks of explosive material, starts the press, guides the issuing strands into troughs, places containers at the end of the latter and inspects the strands.

The loading of the press and the hauling of the full containers is arduous, hence men do this part of the operation. Women perform all the remaining duties.

#Hammer Runner (Drop Hammer Operator)
New York Navy Yard, Brooklyn, N. Y.

This employee operates a long lever that starts the hammer of the drop forge to beat against the hot metal until it assumes the desired shape. The hammer runner stands at one side of the machine protected by a metal shield and assists in turning the hot metal while the hammer is operating. Environment is noisy, dusty, warm. The operator is subjected to a great deal of vibration. Women are not suited for this work.

(March 2, 1942)

Second U. S. Civil Service Region

Hand Button Hole Maker
Naval Clothing Depot, New York, N. Y.
This work is performed by women who sew around the edges of button holes by hand. Good near vision is required, as well as manual dexterity. This type of activity is light.

#Heat-Treater (Designated as Blacksmith)
New York Navy Yard, Brooklyn, N. Y.
This employee works in the machine-shop, where the duties involve the lifting of large bars of metal, placing them in heating furnaces, regulating the heat, watching the pyrometers and other gauges, then removing the hot metal with tongs and allowing it to cool. The work is arduous. Environment is warm; there is glare from the furnaces; there is a great deal of noise from the blowers. Women are not suitable for this type of work.

Holder-On
New York Navy Yard, Brooklyn, N. Y.
Work is arduous. A Holder-On is part of a riveting team. He must have all functioning extremeties, be strong, and have good near vision.
Chief hazard is a burn from a hot rivet. Like the riveter, chipper and calker, he is subject to Traumatic Deafness.

#Hydroblaster, Foundry
New York Navy Yard, Brooklyn, N. Y.
The hydroblaster performs the same duties as a sandblaster, but handles a hose carrying water under high pressure. Workers wear protective garments incorporating a respirator. Environment is damp.

#Inspector, Machine Shop
Picatinny Arsenal, Dover, N. J.
The inspectors (Machine Shop) are employed in the Inspection Shop, where they sit at a bench and examine small parts for burrs which are removed by light hand filing. The Inspectors measure parts with gages, count the parts and place them in boxes for delivery to the assembly section.
The work is light, but repetitious. A one-legged person or one-eyed person is capable of performing the duties of this position.

#Instrument Assembler
New York Navy Yard, Brooklyn, N. Y.
This work involves the assembly of the gun control boxes. Many small parts must be put together and lubricated. These employees must be able to use small tools. All work is done at the bench. Women are able to perform the duties (as evidenced by presence of 12 in the shop).

Joiner
New York Navy Yard, Brooklyn, N. Y.
Work is performed on ships where the duties are more arduous, and also in the shops at benches. Considerable wood dust in environment.

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Second U. S. Civil Service Region

Ladleman (Foundry)
New York Navy Yard, Brooklyn, N. Y.

This type of work requires strong legs and arms, good distant and near vision and ability to move quickly. The environment and hazards are the same as those related to molders, except that these workers inhale more fumes than molders. The danger of the bucker "tipping over" and spilling hot metal is great.

The environment is dusty (sand), and the fumes from hot metals are irritating to the Respiratory Tract.

#Lay-out and Marking
New York Navy Yard, Brooklyn, N. Y.

The shop is in a large building which is noisy, dusty and the environment is hazardous since there are many pieces of heavy machinery dispersed throughout the floor.

#Lead Burner, Ship & Shop
New York Navy Yard, Brooklyn, N. Y.

The lead burner performs his duties in the shop or on board ship. This employee handles sheets of lead of varying thicknesses; bends them into desired shape by hand and mallet, then melts lead into the seams by means of a small burner (which uses a mixture of hydrogen & oxygen). The individual assignments vary from lining large medicine chests, to making tanks and lead pipes. Lead burners may work on board ship in close quarters where exhaust ventilation must be used to prevent inhalation of lead fumes and lead dust.

Loftsman
New York Navy Yard, Brooklyn, N. Y.

This is fairly light work. It requires working in kneeling position over the templates being made (paper and light wood). Only light hammering is used. The work is all flat, depth perception is not necessary. Hazards are very few and minor. Environment is the best at the Navy Yard (plenty of light, air; very little dust or noise).

#"Macaroni" Press Operator
Picatinny Arsenal, Dover, N. J.

This operator places a screen die at the bottom of the machine chamber, then loads the machine with a block of explosive material and starts the press which forces the material through the screen die (to remove impurities) the material then emerges as "macaroni-like" strands. (The extruded material is then fed into a press for final blocking.) The work is arduous; requires a great deal of bending and turning of wheels. It is not suitable for women (except for very rugged types).

#Macerator Operator (Explosive Handler)
Picatinny Arsenal, Dover, N. J.

The duties consist of loading the machine with the material that has undergone the mixing operation, then starting the macerator and allowing it to run for a definite time. The mixed ingredients then are scooped into containers.

This work is arduous. Environment contains ether vapors. Work is repetitious and hazardous.

(March 2, 1942)

Second U. S. Civil Service Region

#Machinist (Maintenance)
Picatinny Arsenal, Dover, N. J.

A maintenance machinist in the operations division uses the lathe, drill press, grinder milling machine, shaper and hand tools to repair or replace parts of equipment used at the Arsenal. The duties are performed while standing. Each assignment is an individual task that is handled entirely by one machinist. Mass production is not part of the activities of this position. Activity varies according to the particular task at hand, but is usually moderate.

#Mechanical Time Fuse Operator
Picatinny Arsenal, Dover, N. J.
See Explosives Operator

#Melter (Gas, Electric, Fuel)
New York Navy Yard, Brooklyn, N. Y.

The duties of a melter consist of loading the furnace with various metals, regulating the heat, and directing the pouring of the metal. The work is arduous and hazardous. Normal color vision is not necessary in operating electric and gas furnaces since pyrometers are read to gauge the time of pouring, however, a melter operating a fuel furnace must be able to note the changing colors of the flame. There is great danger of burns from splashing metal.

Milling Machine Operator
New York Navy Yard, Brooklyn, N. Y.

A milling machine operator stands at his machine constantly watching the cut; he moves around, reaches and bends while adjusting the piece to be machined. He must possess very good near vision in order to read precision gauges and to read the fine graduations of the adjustment wheels; he must have good depth perception. Hazards are cuts and injuries to the fingers; flying metal chips.

#Millman
New York Navy Yard, Brooklyn, N. Y.

A millman does heavy work in a dusty, fairly noisy environment. Rough logs of varying lengths and diameters are unloaded from trucks and freight cars and are cut with band saws and then planed on a large machine. A team of men usually manipulates the timber by means of large tongs that are attached to an overhead-operated hoist. Several of these men have lost from one to four fingers without impairment of efficiency. Women would find this work too arduous.

#Millwright
Picatinny Arsenal, Dover, N. J.

The designation, as used at this Arsenal, indicates an employee who can act as welder, blacksmith, machinist, or sheet metal worker. As the term is customarily used it signifies one who sets up shafts, pulleys and machinery. The work is arduous and varies according to the particular assignment. Women may perform some of the duties (welding and sheet metal work).

#Mixer Operator (Explosive Handler)
Picatinny Arsenal, Dover, N. J.

The duties consist of lifting and dumping heavy containers of nitrocellulose into a churn in which the nitrocellulose is mixed with certain chemicals. At the end of a fixed time the material is loaded into cans. The loaded cans weigh 125 pounds. This work is arduous. Environment contains ether vapors. One operator may attend to several machines.

(March 2, 1942)

Second U. S. Civil Service Region

Molder (Foundry)
New York Navy Yard, Brooklyn, N. Y.

Worker is subjected to noise of furnace, light and heat of furnaces; fumes of molten metals, hot sand; dust from sand; temperature changes.

The work is arduous, requires prolonged bending and constant use of the hands and arms. These workers must be able to see the molten metal being brought to them from a distance, and must also be able to see their own work which is close. Hearing must be normal, otherwise accidents will occur when the men carrying the bucket of liquid metal shout, as they run to the places where the molds are situated. Hazards consist of burns from hot metal, silicosis, "brass shakes" (inhalation of fumes from brass producing chills, fever, perspiration, pains in joints).

#Munitions Handler
Picatinny Arsenal, Dover, N. J.

This work involves the lifting of completed shells on to small trucks, which are pushed to designated places for storage or shipment of the shells (trucks or freight trains). The employee must be strong, have good legs and arms, normal vision.

#Operator, Automatic Screw Machine
Picatinny Arsenal, Dover, N. J.

The operator stands at the machine, checks dimensions by means of micrometer and gauges. Work is light and repetitious. A one-legged person can perform this type of work. Environment is noisy. Women are already engaged in this task.

#Operator-Drill Press
Picatinny Arsenal, Dover, N. J.

These employees stand at their machines. The machines are operated by moving a long lever which raises or lowers the cutting tool. The work involves moderate activity, is repetitious and may be performed by one-legged persons.

#Operator Reaming Machine
Picatinny Arsenal, Dover, N. J.

See Operator-Drill Press

#Operator Punch Press Machine
Picatinny Arsenal, Dover, N. J.

The operator sits at his work and controls the process by pressing a lever with his foot.

#Operator Spring Making Machine
Picatinny Arsenal, Dover, N. J.

The employee operates automatic screw machines into which is fed specified wire; the finished coils are measured and tested. Women are performing the duties satisfactorily in this position.

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Second U. S. Civil Service Region

#Optical Worker
New York Navy Yard, Brooklyn, N. Y.

The optical shop is a new department. All optical instruments (binoculars, gun range finders of all sizes, etc.) are cleaned and repaired in this section. Cleaning operations are performed at the bench; delicate touch and excellent near vision are required. There is a complete machine shop within the section; the lathes, drill presses, etc. are small models. The environment is not dusty or noisy. Activity is light. Women are well suited for this shop (many employed already).

#Ordnanceman
New York Navy Yard, Brooklyn, N. Y.

An ordnanceman takes apart ships' guns, cleans the individual parts by soaking in kerosene or other solution, rubs them by hand with emery cloth, lubricates them, reassembles the numerous parts and tests the control mechanisms after all assembly work is completed. Duties are performed entirely by hand. Hand operated hoists are used to move heavy parts from gun to floor. Removing corroded parts is arduous activity. The men do a great deal of bending, but stand or sit at the various operations. A one-legged or one-eyed person could perform most of the duties satisfactorily. Women can help at cleaning and assembling.

#Painter, Ship & Shop
New York Navy Yard, Brooklyn, N. Y.

The activities of a painter vary considerably. He may be required to paint the exterior of a new or an old ship, or he may perform duties in the shop, finishing guns, gun control boxes, ranges, motors, etc. The work of the former necessitates a person who is able to climb ladders, work on scaffolds. The shop painter has less arduous tasks, with less demand for physical fitness. Women are suitable for shop positions.

Patternmaker
New York Navy Yard, Brooklyn, N. Y.

Work performed at benches, except in the case of large pieces requiring floor space. Persons with one good leg or one good eye, or lacking distal phalanges of the hands could perform the work. Heavy work requires two good legs. Hazards are cuts, injuries from falling wood, injuries to hands while using the planes.

Patternmaker (Clothing)
Naval Clothing Depot, New York, N. Y.

Workers make original paper pattern that is the model for all material to be cut for a particular type of uniform. This work is done in a room that is removed from the shop proper. Activity is very light.

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Second U. S. Civil Service Region

#Pickling Operator
Picatinny Arsenal, Dover, N. J.

The pickling operator stands at his work in a humid atmosphere containing acid fumes. The operator lifts and places metallic objects into vats of acid cleaning solutions by means of hooks and then places the objects into water vats.

A one-eyed operator is physically able to perform this type of work, but is not recommended as there is danger of acid splashing into the eyes.

The work varies from moderate to arduous activities depending on the size and weight of the objects to be cleaned.

#Pipe-Coverer and Insulator, Ship & Shop
New York Navy Yard, Brooklyn, N. Y.

A pipe-coverer works in the shop and on board ship. He first measures the pipe on board ship, then prepares the specified type of covering. The latter job involves the layout of canvas or other cloth, the piling up of insulating material (which is asbestos or amosite) and finally the sewing of the cloth. The prepared covers are bound to the pipe by special wrapping cloth which is sewn in place. In the shop this employee may sit or stand at his work. The potential hazard in this trade is Asbestosis.

Pipefitter
New York Navy Yard, Brooklyn, N. Y.

The pipefitting department operates two X-ray machines to locate defects at the joints of high pressure pipes. The X-ray room is lead-lined. The workers move about the shop in which there are numerous large machines.

Hazards consist in injuries sustained as results of falling pipes and minor cuts.

Those fitters assigned to ship duties must be more agile than those working in the shop.

Women could perform duties at many operations in this type of shop.

Planer (Planer Machine Operator)
New York Navy Yard, Brooklyn, N. Y.

These operators use their entire upper extremities continuously; they stand at their work and also (at some machines) walk along a moving platform, and constantly watch the cutting of the metal. A person with several fingers missing could do this type of work. The major hazards in this work consist of wounds or burns caused by flying chips of metal which are intensely hot.

The machines are located in the same shops in which welders, drill press operators and chippers are working. The operator is therefore subjected to a great deal of noise which eventually may impair his hearing.

#Powder Cutting Operator (Explosive Handler)
Picatinny Arsenal, Dover, N. J.

This operator places containers of strands (from graining operation) at the ends of metal troughs, then takes each strand, feeds it into the machine through a guide hole and starts the machine which cuts the material to the desired size. The small pieces fall into a basket which is emptied periodically into a large container. The work requires moderate activity. Women are employed at this machine. Employees must be tall, in order to reach across the machine in untangling strands.

Second U. S. Civil Service Region

#Powder Trucker (Explosives)
Picatinny Arsenal, Dover, N. J.
This employee is a laborer whose duties consist of pushing a truck containing powder from one operation to the next. He loads and unloads the powder at each stop. This work is arduous and is not suitable for women.

#Press Cutting Machine Operator
New York Navy Yard, Brooklyn, N. Y.
See Boiler-Maker

Press Operator (Clothing)
Naval Clothing Depot, New York, N. Y.
Work involves standing at a pressing machine operated by placing the material on a long ironing board, then pulling a corresponding board down (strong muscular pull necessary) against the cloth and holding the upper board in this position; then the foot is pressed against a lever which releases steam through the under board. Environment is warm and humid. This is strenuous work and not suitable for women.

Presser (Hand)
Naval Clothing Depot, New York, N. Y.
Work is performed in standing position at a bench and involves adjusting and smoothing material on a small ironing board and pressing with an iron that weighs approximately 18 lbs.

#Pressman Operator (Explosive Handler)
Picatinny Arsenal, Dover, N. J.
The duties consist of placing weighed amounts of nitrocellulose in a container, carrying the latter to a large hydraulic press and dumping the material into the cylinder. (This part of the operation is performed by men.)
A female worker then turns the necessary wheels that start the press. She watches the dials until the operation is completed and then manipulates the controls again. The compressed block weighs 25 lbs.; it is placed into large boxes for transferral to the next section. The women clean the press and floor after each operation. Work is repetitious and moderately arduous.

#Primer Assembler
Picatinny Arsenal, Dover, N. J.
See Pressman Operator (Explosive Handler)

#Primer Inserter
Picatinny Arsenal, Dover, N. J.
See Pressman Operator (Explosive Handler)

#Puncher & Shearer (Sheet Metal Shop)
New York Navy Yard, Brooklyn, N. Y.
The puncher usually sits at a machine which is operated by pressing a foot pedal (large machines have 2 hand levers). Operator "lines up" the markings on the sheet metal with the die, then presses the pedal. The activity is not heavy Depth perception is necessary.
The shearer stands at a large machine operated by a foot bar which lowers the cutting knife against the metal. There is no "lining up" before cutting. Activity is not heavy. Depth perception is not necessary.

(March 2, 1942)

Second U. S. Civil Service Region

Rigger

New York Navy Yard, Brooklyn, N. Y.

This position requires good muscular development and good vision for distant and near objects; all extremities intact. Duties involve working around cranes, on ships and large objects. Riggers move around the yard a great deal. Chief hazard is injury from crushing, or from swinging objects hanging from cranes. This is arduous work for which women are not suited.

Riveter

New York Navy Yard, Brooklyn, N. Y.

This type of work is arduous. Good muscular development and all extremities properly functioning required. Chief hazards are burns from hot rivets. Progressive deafness is the main occupational disease. Environment extremely noisy, dusty, and riveter works in close quarters.

The work is in the most active part of a shipyard around a great deal of machinery, and among other workers with potentially dangerous apparatus (welders, calkers).

Rivet-Heater

New York Navy Yard, Brooklyn, N. Y.

Work involves heating rivets to a certain color and placing the hot rivet into a pneumatic tube which "shoots" the metal to the holder-on. Chief hazards consist of burns from a hot rivet.

The work is less arduous than that of the other members of the riveting crew.

#Sandblaster (Ground Duty)

New York Navy Yard, Brooklyn, N. Y.

The sandblaster works in closed room and wears protective gloves and a rubber garment covering the entire body and uses goggles and a respirator. Duties consist of directing a hose through which steel shot and compressed air issue, against a metal object to remove the sand core. Environment is dusty.

#Saw-Filer

New York Navy Yard, Brooklyn, N. Y.

A saw-filer works entirely within the shop. He sets up filing machines that sharpen circular saws. Carpenters' saws require hand filing at the bench. The work is only moderately arduous; it is performed standing. A person with an artificial leg, with one eye, or lacking several fingers is suited for this trade.

Seamstress (Hand)

Naval Clothing Depot, New York, N. Y.

This worker sews buttons on uniforms while sitting. Sewing requires keen near vision.

#Double Needle Sewing Machine Operator

Naval Clothing Depot, New York, N. Y.

These operators are all women who sit at their work (except those who stand at button-hole making machines). The actual operation of the machine requires good near vision and excellent eye-hand-arm co-ordination. The hands and arms are constantly moving as the cloth is fed into the machine. The machine itself is operated by the lateral pressure of the knee against a rubber-padded lever that

raises the sewing attachment, so that the material may be placed under the needle; then the foot is pressed against a pedal that regulates the speed of the machine. Under the category of sewing machine operator belong: 1. Double Needle Operators 2. Trouser Operators 3. Coat Operators (men) 4. Pocket Makers.

The environment is extremely noisy. No visible dust is seen. There is a high speed "tempo" in this type of work which probably places a psychic strain on these workers.

Shaper, Machine Operator
New York Navy Yard, Brooklyn, N. Y.

A shaper machine operator stands at his machine while it is cutting. When a new piece is to be started he moves around, bends and reaches for various adjusting parts. He must be able to read fine graduations on precision instruments. He must also have normal depth perception. Hazards are flying metal chips and possible injuries to the hands.

Sheet-Metal Worker
New York Navy Yard, Brooklyn, N. Y.

A right handed person with last two fingers missing on left hand can do this work. One-eyed persons could do the work efficiently, since it is all flat work. There are several men in this shop who are missing several fingers on the left hand. A one-legged man can be used in various parts of the shop. The metals used in this department are zinc, copper, brass, stainless steel, aluminum, galvanizing material. Hazards are cuts from sharp edges of metal, falling metal, metallic poisoning, injuries to hands in operating machines of various types. Work on the ships involves climbing ladders, walking along narrow passageways, and work in small spaces. Workers must possess fairly normal distant and near vision, natural hearing and all functioning extremities.

#Shellacker
Picatinny Arsenal, Dover, N. J.

See Pressman Operator (Explosive Handler)

#Ship-Wright
New York Navy Yard, Brooklyn, N. Y.

The Ship-Wright performs heavy carpentry in the making of scaffolding around a ship and in building the ways for a new ship. He must be capable of arduous duty, he must be agile and possess normal functioning extremities. Work is in close quarters.

#Sign Painter
Picatinny Arsenal, Dover, N. J.

The painter at the Arsenal works in a shop where stenciling or outline lettering on wooden panels or doors is done; usually the Sign Painter stands at his work, uses hand brushes or operates a spray gun.

These duties may be performed by a one-legged man wearing a suitable orthopedic appliance.

Shipfitter
New York Navy Yard, Brooklyn, N. Y.

Some of these workers do assembly and others layout work. This is not a highly skilled trade. One-legged persons could perform many of the duties; also persons with one eye or with amputated 4th & 5th fingers.

(March 2, 1942)

Second U. S. Civil Service Region

Spreader (Clothing Worker)
Naval Clothing Depot, New York, N. Y.

Duties involve pushing a light carriage along small tracks laid out on a long table. The roll of cloth in the carriage is unraveled layer upon layer. The spreader walks rapidly from one end of the table to the other end, keeping the layers evenly piled. He does no bending or stooping, except when placing roll on the carriage. Environment is good. There is slight amount of dust present from the cloth.

#Tetryl Blender Operator (Explosive Handler)
Picatinny Arsenal, Dover, N. J.

This operator mixes graphite and tetryl by pouring definite amounts of each into a machine equipped with a hopper; after allowing the latter to run for a scheduled time, the mixture is scooped into boxes that are weighed. Work is arduous.

#Tetryl Dissolver Operator (Explosive Handler)
Picatinny Arsenal, Dover, N. J.

This operator allows a specific amount of benzene to run into a dissolving tank, heats the solution by running steam into the outer jacket of the tank, dumps measured amounts of tetryl into the tank and starts the agitators to mix the ingredients.

The work is performed standing; requires timing of valves and lifting of containers of tetryl to the tank. Only rugged women are suitable for these duties.

#Tetryl Nitrator Operator (Explosive Handler)
Picatinny Arsenal, Dover, N. J.

The operator mixes weighed amounts of ingredients for the formation of tetryl, subjects the solution to heat (steam) for a specified period, then cools and allows the solution to run out into pans. The operator must turn wheels, watch dials and record readings. Hazard of tetryl poisoning is present. Work involves moderate activity. Selected women could do this work.

Textile Inspector
Naval Clothing Depot, New York, N. Y.

This work, performed by men, consists of examining all the cloth that is to be used in making garments. The roll of material is unraveled in a large frame before which the inspector stands. He feels the material for thickness; he looks for discoloration and for defects in the weave. Lighting for this type of duty is daylight. Normal color vision is necessary, as well as excellent near vision.

#Threading Machine Operator
Picatinny Arsenal, Dover, N. J.

This operator stands at the machine into which is placed the object to be threaded, then starts the operation which is automatically controlled. The work involves moderate activity, is repetitious and may be performed by women. A one-legged person or one-eyed person is suitable for this type of position.

(March 2, 1942)

Second U. S. Civil Service Region

#Tool-Maker
New York Navy Yard, Brooklyn, N. Y.

Tool-makers are expert machinists who work at lathes, milling machines, shapers, planers, and drill presses. They use fine gauges and micrometers; hence, must have excellent near vision. Duties are performed standing. All operations are hand-controlled and require the constant attention of the operator. Job assignments are issued on blue-prints or drawings. The tool-maker in the unit makes all the tools and jigs for production. Women can perform this work.

#Tool Grinder Operator
Picatinny Arsenal, Dover, N. J.

This operator stands at a machine in which cutting tools of various types, drills and reamers are sharpened by revolving grinding wheels. This position requires constant check of dimensions by micrometers. The work is light and may be performed by women.

A one-legged person wearing an orthopedic appliance is able to do this work. Although a one-eyed person can operate the machine there is danger of metal or grind stone particles entering the eye. Duties require a fairly high degree of skill in manipulating the controls properly.

#Tool Heat Treater
Picatinny Arsenal, Dover, N. J.

The tool heat treater tempers all tools, springs and special parts in electric and gas furnaces; cyanide baths are used for specific types of work.

Trouser Finisher
Naval Clothing Depot, New York, N. Y.

This type of work consists of cutting and removing threads from the finished trousers. Activity is light. Women stand or sit at their tasks.

Trouser Operator
Naval Clothing Depot, New York, N. Y.

The work is done by women operators and consists of sewing together, by machine, the parts of trousers. Excellent near vision is required. The activity, although light, is accelerated and carried on amidst a great deal of noise and psychic strain.

Turret Lathe Operator
New York Navy Yard, Brooklyn, N. Y.

A turret lathe operator stands at his work, and does very little squatting. He must possess excellent near vision, since he reads a micrometer and other fine gauges. His depth perception must be normal. Hazards are flying metal chips and possible injuries to the hands.

#Upholsterer
New York Navy Yard, Brooklyn, N. Y.

The upholsterer sets springs in chairs and divans and covers them with padding over which burlap is stretched and tacked in place; the outermost material is then applied by means of tacks and bindings. The work is light, requires measuring, cutting, hammering (light). Women are able to perform this work.

(March 2, 1942)

Second U. S. Civil Service Region

Welder (Electric)

New York Navy Yard, Brooklyn, N. Y.

Toxic metallic and non-metallic elements in this occupation are lead, zinc, chrome, nickel, zinc chromate paint on steel plates, borax. The metal particles flying off the galvanized steel plate produce burns that heal slowly; chips may also burn the eye causing corneal ulcers. Fumes are harmful, producing "Galvo-sickness" (chills, fever, vomiting, headache, cough, difficulty in breathing). In the shop pumps carry off the fumes, but within the holds of ships the pumps cannot always be used; these workers feel the effects of the fumes markedly.

The workers use helmets while working, through which they can see their work without being exposed to the glare of the intense light of the electric arc. The effect of the light may produce ophthalmia.

Color vision is not essential in this work, since welding apparatus is adjusted with electrical current regulating mechanism. The fumes produced during welding are irritating to the Respiratory Tract.

Welder (Oxyacetylene)

New York Navy Yard, Brooklyn, N. Y.

This type of work is similar to that of an electric welder, except for the fact that the operation of the apparatus is different, since the flame is produced by the acetylene and oxygen and the welder must adjust the flame by its color (white or yellow). The same eye hazards exist as mentioned under welder (electric), except that the light is not as injurious to the eye (less ultra violet component than electric arc). Gas welders must be able to differentiate a white flame from yellow. The fumes are irritating to the Respiratory Tract.

(March 2, 1942)

Fourth U. S. Civil Service Region

#Automotive Mechanic, Assistant
Aberdeen Proving Ground, Aberdeen, Maryland
Some of the duties which come under the title of this position could be performed by women.

#Automotive Mechanic, Junior
Aberdeen Proving Ground, Aberdeen, Maryland
See Automotive Mechanic, Assistant

#Automotive Mechanic, Under
Aberdeen Proving Ground, Aberdeen, Maryland
See Automotive Mechanic, Assistant

Blacksmith (heavy fires)
Blacksmith (other fires)
Blacksmith's Apprentice (heavy fires)
Blacksmith's Apprentice (other fires)
U. S. Naval Gun Factory, Washington Navy Yard
One blacksmith at this Navy Yard has an artificial leg and performs duties satisfactorily.
Sulphur dioxide in shop may be irritating to eyes.
Two ratings: "heavy fires" and "other fires" involve different degrees of physical exertion.

Blacksmith's Helper (heavy fires)
Blacksmith's Helper (other fires)
U. S. Naval Gun Factory, Washington Navy Yard
Sulphur dioxide in shop may be irritating to eyes.
Two ratings: "heavy fires" and "other fires" involve different degrees of physical exertion.

#Boilermaker
Norfolk Navy Yard, Portsmouth, Va.
Deaf boilermakers must be able to read lips.

Boilermaker and Apprentice
U. S. Naval Gun Factory, Washington Navy Yard
Most boilermakers become deaf because of the noise. Hearing required for instructions only.

Boilermaker's Helper
U. S. Naval Gun Factory, Washington Navy Yard
Hearing required for receiving instructions. Loss of several fingers other than thumb on secondary hand would not interfere with proper performance of duties.

Boxmaker
U. S. Naval Gun Factory, Washington Navy Yard
Both hands must be intact. The deaf or hard of hearing could perform the duties of this position satisfactorily. Persons with amputation of one leg with satisfactory prosthesis could be considered for this position. Organic heart disease if fully compensated would be acceptable.
(March 2, 1942)

Fourth U. S. Civil Service Region

#Calker, Wood (boat shop)
Norfolk Navy Yard, Portsmouth, Va.
The wood calkers work with hammer and chisel and two hands are necessary.

Cartridge Case Maker
U. S. Navy Gun Factory, Washington Navy Yard
Duties could be performed sitting down if necessary. Duties of Helper involve moderate work and long standing. Difficulty of work depends on size of cartridge.

Cartridge Case Maker (On large Hydraulic press, finishing closed end)
U. S. Naval Gun Factory, Washington Navy Yard
Employee could be minus several fingers. This is arduous duty and involves continuous lifting of 15 lb. cases. Helper performs approximately same duties.

Fourth U. S. Civil Service Region

Cartridge Case Maker (Shaper, Hydraulic Press)
U. S. Naval Gun Factory, Washington Navy Yard
Women could do work on small cases.

Cartridge Case Maker (Finisher)
U. S. Naval Gun Factory, Washington Navy Yard
Helper does any lifting involved.

Cartridge Case Maker (Punch Press)
U. S. Naval Gun Factory, Washington Navy Yard
Operate machine in sitting position using right foot. Must stand up occasionally to get new material. Good close vision required.

Cartridge Case Maker (Turret Drill)
U. S. Naval Gun Factory, Washington Navy Yard
Work on small cartridges not arduous. Helpers do most of the lifting.
Women could work on small cartridges.

Coppersmith
Coppersmith Apprentice
U. S. Naval Gun Factory, Washington Navy Yard
Women could do the small, lighter work. Hearing necessary for instruction only.

Craneman (Machine Shop)
U. S. Naval Gun Factory, Washington Navy Yard
Cranemen in machine shop differ from those in other shops in that they work at lower levels and need not have good color vision.

Cupola Tender
U. S. Naval Gun Factory, Washington Navy Yard
Very arduous duty.

Drop Forger
U. S. Naval Gun Factory, Washington Navy Yard
Employees must climb on machine for necessary repairs and adjustments. Presence of sulphur dioxide may be irritating to eyes.

Electrician and Apprentice
U. S. Naval Gun Factory, Washington Navy Yard
Employees occasionally work at high elevations.

Electrician, Leadingman
Electrician, Quarterman
Electrician, Chief
U. S. Naval Gun Factory, Washington Navy Yard
Purely supervisory work.

#Electrician, Ship
Norfolk Navy Yard, Portsmouth, Va.
An electrician's work on ship is arduous and requires full physical ability.

(March 2, 1942)

Fourth U. S. Civil Service Region

#Electrician, Shop
Norfolk Navy Yard, Portsmouth, Va.

Women and handicapped men are able to do bench work. A one-armed electrician would be acceptable working in installation of power plant operating switches.

#Elevator Operator (Inside Machine Shop and Supply Shop)
Norfolk Navy Yard, Portsmouth, Va.

The elevator in this establishment is operated by electricity. This allows the operator to sit at work and use buttons to control the elevator.

(March 2, 1942)

Fourth U. S. Civil Service Region

Electroplater
U. S. Naval Gun Factory, Washington Navy Yard
Hearing is necessary for instructions. Some of the electroplaters work at large guns around cyanide. These employees are physically examined every 3 months. They must be able to distinguish metals by color.

Foundry Chipper
U. S. Naval Gun Factory, Washington Navy Yard
Women could do the cold sawing and hand chipping with help of laborer.

Furnaceman, Foundry
U. S. Naval Gun Factory, Washington Navy Yard
Women could operate some of the modern furnaces which are controlled by switches.

Gas Cutter or Burner (Boilermaker's Shop)
U. S. Naval Gun Factory, Washington Navy Yard
Women could do this type of work but not in this shop.

#Glass Blower
Edgewood Arsenal, Edgewood, Md.
See Glass Blower Apprentice

#Glass Blower Apprentice
Edgewood Arsenal, Edgewood, Md.
This employee need have only one leg with satisfactory prosthesis.

#Hammer Runner
Norfolk Navy Yard, Portsmouth, Va.
The employee must climb a ladder to get to the controls which are located on a balcony.

Hammer Runner
U. S. Naval Gun Factory, Washington Navy Yard
Women could operate steam hammer. The presence of sulphur dioxide may be irritating to eyes. Employees must climb machine occasionally for adjustments.

Heat Treater
U. S. Naval Gun Factory, Washington Navy Yard
Duties vary a great deal. Some women are employed at this rating in a purely clerical capacity.

#Helper Trainee, Female (Machine Shop)
Norfolk Navy Yard, Portsmouth, Va.
Employees with fully compensated heart disease would be acceptable for <u>part</u> of the work.

Joiner
U. S. Naval Gun Factory, Washington Navy Yard
Shoulders must have free motion but hips need not.

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Fourth U. S. Civil Service Region

#Joiner (Supply Shops)
Norfolk Navy Yard, Portsmouth, Va.

Employees with satisfactory prosthesis may do the work with one intact leg. Women could do some of the lighter work.

#Laboratory Mechanic, Assistant
Aberdeen Proving Ground, Aberdeen, Md.

Some of the duties of these employees could be performed by persons with a physical handicap involving the legs. Much of the work could be done by persons with unilateral vision.

The duties vary and include: gun firing, loading shells, resizing cartridge cases, measuring gauges, assembly of ammunition, weighing powder, loading cartridge cases, testing small arms and ammunition and sewing by hand.

It is very difficult to complete a job analysis sheet on this position because of the variety of duties. Also, since there is no production at Aberdeen, one employee's duties may change from day to day, depending on the testing which is being done at that time. There are some operations such as measuring gauges and chronograph observation which allow the employee to sit down and would therefore, permit employing the physically handicapped. One machine, used for loading fuses in cartridge cases, requires arm strength to exert about one hundred pounds pull on the lever and, therefore, would require a sturdy, able-bodied person.

#Laboratory Mechanic, Junior
Aberdeen Proving Ground, Aberdeen, Md.

See Laboratory Mechanic, Assistant

#Laboratory Mechanic, Under
Aberdeen Proving Ground, Aberdeen, Md.

Some of the duties of this employee could be performed by persons with a physical handicap involving the legs. Much of the work could be done by persons with unilateral vision.

The messengers also are employed as Under Laboratory Mechanics. The employees operate three-wheeled bicycles, carrying shells to be tested, from the laboratories to the gun testing stations. Women are employed as chauffers, driving cars and station wagons.

Laborer (Cartridge Case Shop, Furnace Room)
U. S. Naval Gun Factory, Washington Navy Yard

This is very arduous duty and involves lifting red hot metal slabs from furnace to cart with long pliers. Working environment is very hot.

Ladleman, Foundry
U. S. Naval Gun Factory, Washington Navy Yard

Work is not too arduous but is hazardous.

Layout Plate, Machine Shop
U. S. Naval Gun Factory, Washington Navy Yard

Duties not arduous in the sense of involving heavy work, but duties require an active, agile person.

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Fourth U. S. Civil Service Region

#Letterer and Grainer
Norfolk Navy Yard, Portsmouth, Va.
Normal hearing not required for all positions.

#Loftsman
Norfolk Navy Yard, Portsmouth, Va.
The employee may have flaccid paralysis of one leg.

Machinist, Assembly Work
U. S. Naval Gun Factory, Washington Navy Yard
Floor assembly - Arduous duty requiring full normal function of both legs.
Punch assembly - Moderate duty and does not require full function of both lower extremeties except that employee must be capable of ordinary locomotion.
Women might be able to do some of the bench assembly.

Machinist Helper
U. S. Naval Gun Factory, Washington Navy Yard
Both hands are needed but all fingers are not absolutely necessary.

Machinist (Production and maintenance)
Machinist Apprentice
Machine Operator
U. S. Naval Gun Factory, Washington Navy Yard
"Machinist" includes work on several types of machines including: lathes, drills, planes, milling machines, boring mills, shapers, slotters and radial drill press.

Master Mechanic
U. S. Naval Gun Factory, Washington Navy Yard
Duties are of supervisory type and involve office work. Hearing aid acceptable.

#Mechanic Learner (Inside Machine Shop)
Norfolk Navy Yard, Portsmouth, Va.
Women are employed as crane operators but classified as Mechanic-Learners.

Metal Roller and Helper
U. S. Naval Gun Factory, Washington Navy Yard
Duties are very arduous work.

#Millman
David Taylor Model Basin, Carterock, Md.
The employee must be able to read blue prints necessitating good near vision.

#Model Makers
David Taylor Model Basin, Carterock, Md.
The duties of Model Makers vary with the size of the model. The physical requirement for large models are higher than for small ones. Markedly handicapped persons could work on the miniature models while sitting down. They must have good near vision to read blue print.

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Fourth U. S. Civil Service Region

Molder
Apprentice Molder
U. S. Naval Gun Factory, Washington Navy Yard
Metallic gases are present in brass foundry. Core making is less work and could be performed by women since work is on smaller pieces. Apprentices should be able to hear ordinary conversation.

#Operator Threading Machine
Norfolk Navy Yard, Portsmouth, Va.
The operator's duties are not arduous except for prolonged standing.

Optical Glass Grinder and Polisher
U. S. Naval Gun Factory, Washington Navy Yard
Female employees are doing this work.

Optical Parts Inspector
U. S. Naval Gun Factory, Washington Navy Yard
This work is comparatively light.

#Ordnanceman (Supply Shop)
Norfolk Navy Yard, Portsmouth, Va.
Some of the duties, consisting of scraping, polishing and painting guns, could be performed by employees with disability or deformity of the lower limbs. Normal hearing is not essential.

Ordnance Worker, Female (Optical Shop)
U. S. Naval Gun Factory, Washington Navy Yard
The duties of Ordnance Workers, female, vary a great deal. There are some who stand all day and others who sit all day. Some do not need good near vision, and others need excellent near vision. Deaf persons could do some of the work.
On the whole, good vision and the full use of hands and arms are the main requirements. The supervisors of the shop change the women around in the various jobs to find the ones who are best suited in the work.

Fourth U. S. Civil Service Region

Ordnance Worker, Female (Formerly Primer Worker)
U. S. Naval Magazine, Bellevue, D. C.

Due to the variety of jobs done by these women, it is difficult to be specific in recommendation. Some workers stand; others sit; some need good near vision, others do not. The work could be done by a deaf person, but extra-occupational hazards must be considered. The work is classed as hazardous, but if the safety devices are used and instructions carried out, there is really little danger. The supervisors are adapt in placing individuals in the positions in which they are best suited.

Ordnance Worker, Female, Cartridge Case Shop
U. S. Naval Gun Factory, Washington Navy Yard

Workers operate machine by foot pedal, while in sitting position.

Ordnance Worker, Male and Female (Machine Shop)
U. S. Naval Gun Factory, Washington Navy Yard

The duties of these positions vary but all involve light work most of which requires no standing. Women can and do fill these positions very satisfactorily.

Some employees operate drill presses, others do engraving, sewing, small assembly, inspecting, finishing of parts, burring, gauging, trimming and polishing. Some do work in stock room, and others keep time records.

Ordnanceman (1st, 2nd, 3rd class)
U. S. Naval Magazine, Bellevue, D. C.

The duties performed vary, and some require no standing, and consequently would not need all faculties of lower limbs. Physically handicapped persons could be placed here if the handicap were confined to the legs. The work is not arduous.

#Packer (Supply Shops)
Norfolk Navy Yard, Portsmouth, Va.

Some of the packers prepare material for mailing and railway express. This is light work and could be performed by women. Deafness would be acceptable.

#Painter, Finish and Insignia
Naval Air Station, Norfolk, Va.

Persons with one leg are acceptable. Women are employed in "doping" fabric portions of airplanes and spray painting.

Patternmaker
Apprentice
U. S. Naval Gun Factory, Washington Navy Yard

Worker may have one artificial leg if it allows standing all day. Shoulder joints must have free movement but hip joints do not. The duties are not too laborious and organic heart disease of certain types would be acceptable.

#Plasterer
Norfolk Navy Yard, Portsmouth, Va.

Some plasterers perform duties that do not require hearing.

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Fourth U. S. Civil Service Region

#Plumber
Norfolk Navy Yard, Portsmouth, Va.
Plumbers who work on ships are sometimes required to work in small spaces. Normal hearing is not absolutely necessary.

#Ribstitcher
Naval Air Station, Norfolk, Va.
Employees with fully compensated heart disease are acceptable.

#Riveter, Ship
Norfolk Navy Yard, Portsmouth, Va.
Ship riveters perform arduous duty.

#Riveter, Shop
Norfolk Navy Yard, Portsmouth, Va.
In the furniture shop the duties are less strenuous than those of a corresponding position aboard ship.

#Sailmaker
Norfolk Navy Yard, Portsmouth, Va.
Employees with fully compensated heart disease are acceptable.

#Shipfitter, Ship
Norfolk Navy Yard, Portsmouth, Va.
The duties of shipfitters vary. Those who work in dry dock must be able to do arduous work. Women can not work on board ship.

#Shipfitter, Shop
Norfolk Navy Yard, Portsmouth, Va.
There are some places in the shop where arduous duty is not involved (tool room, layout section, blueprint section).

#Spray Painter
Chemical Warfare Service, Edgewood Arsenal
This employee uses a paint solvent that is toxic. It seems to be particularly toxic to overweight persons.

#Storekeeper, Assistant
Norfolk Navy Yard, Portsmouth, Va.
There are some places where a storekeeper assistant would need only one normal arm, or could be deaf. Employees with some types of heart disease could perform the duties in some places.

#Storekeeper, Junior
Norfolk Navy Yard, Portsmouth, Va.
See Storekeeper, Assistant

#Storekeeper, Under
Norfolk Navy Yard, Portsmouth, Va.
See Storekeeper, Assistant

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Fourth U. S. Civil Service Region

#Tile Plate Setter
Norfolk Navy Yard, Portsmouth, Va.
Employees may perform the duties of tile plate setter with fully compensated organic heart disease.

#Upholsterer
Norfolk Navy Yard, Portsmouth, Va.
The upholsterer may have one artificial leg and perform the duties satisfactorily.

Welder
U. S. Naval Gun Factory, Washington Navy Yard
Hearing necessary only for instructions.

Welder, Electric
U. S. Naval Gun Factory, Washington Navy Yard
Duties depend on the piece of work. Small pieces are welded at a bench; large pieces involve much more arduous duty.

Welder, Electric, Boilermaker Shop
U. S. Naval Gun Factory, Washington Navy Yard
Some welding is done on large pieces of work which requires climbing. Women could not do all the various types of welding in this shop.

#Wire Worker, Aviation
Naval Air Station, Norfolk, Va.
This employee is a bench worker. Good eyesight and exceptional strength of hands and arms is required.

Sixth U. S. Civil Service Region

Repairman, Stove
Jeffersonville QM Depot, Jeffersonville, Ind.

This work is light in character and usually does not require lifting over twenty pounds. Prolonged standing is involved. An artificial lower limb would be acceptable if functionally good. Both hands and arms should be functionally good. Fumes are encountered during the adjustment of burners.

Sheetmetal Worker, Maintenance
Jeffersonville QM Depot, Jeffersonville, Ind.

The employee must be able to work above the ground on ladders, trestles, catwalks, etc., and therefore hands, arms, torso, and legs must be in good functional condition. Some of the work may be bench work, but the majority of the work is installation and repair. Agility is of prime importance. Small hernia well supported by a truss need not be disqualifying. Binocular vision is preferred due to the hazards.

Storekeeper: Heavy and Light
Wright Field, Dayton, Ohio

Storekeeper duties are primarily supervisory or clerical in character. The under and assistant positions usually involve the actual work. The nature of the duties is dependent upon the establishment, and the material handled. Machine shop stock rooms may have stock to be handled by one man. The handling of alloys require normal basic color perception, since they are marked by colors. For the supervisory positions compensated heart disease, moderate hypertension and varicosities should not disqualify.

Storekeeper, Motor Parts Specialist
Fort Knox, Ky.

Parts handled vary greatly in size and weight, but the heavy objects are handled by blocks, cranes, etc. Some women could be utilized in this work.

Truck Dispatcher
Jeffersonville QM Depot, Jeffersonville, Ind.

Where this position is purely dispatching, the requirements can be lowered and the loss of one arm and hand or the loss of a lower limb would not interfere with performance of duties. The dispatcher is occasionally called up to substitute for a driver and higher requirements may be necessary. In general the work is sedentary, and requires normal enunciation and normal hearing for telephonic conversations.

Welder, Electric
U. S. Engineer, Sayler Park, Cincinnati, Ohio

The duties of the position may vary extensively as to physical requirements, depending entirely upon the type of work to be done. Spot welding of small parts is done on the ground level, while the repairing of hulls of ships entails working off of the ground which may require agility, good and muscular strength, and balance.

Seventh U. S. Civil Service Region

Armorer
R. I. Arsenal
Where work is confined to the lighter guns, an individual receiving pneumothorax or collapse therapy could perform the duties without being an undue risk.

Classified Laborer
Fort Wayne, Detroit, Michigan
Although some jobs in this classification are very heavy, there are a number of positions which are light and which can be performed by women.

#Inspector, Heavy Duty
Detroit Ordnance District, Detroit, Michigan (Ford Plant)
The position of inspector, heavy duty, necessitates an extremely wide degree of physical exertion, from climbing into and under tanks to picking up and examining extremely heavy objects. Deafness in one or both ears, either partial or complete, will not interfere with the proper performance of duties in most cases although it would not be advisable to employ an individual who is totally deaf because it is usually necessary for the inspector to converse with others. However, complete deafness in one ear should not be disqualifying. The inspectors should be agile since it is necessary for them to climb in and out of tanks and motor vehicles.

#Inspector, Light Duty
Detroit Ordnance District, Detroit, Michigan (Ford Plant)
The employee can accomplish his duties with one hand, one arm, or one leg. Flexibility of the body trunk and free motion of all the joints is not necessary. Deafness in one or both ears, either partial or complete, will not interfere with the proper performance of duties in most cases although it would not be advisable to employ an individual who is totally deaf because it is usually necessary for the inspector to converse with others. However, complete deafness in one ear should not be disqualifying. Persons with moderate hypertension under medical supervision and organic heart disease, fully compensated, are capable of performing the duties of inspectors. Individuals who have arrested tuberculosis are not an undue risk in the position of inspector, and there are many places where they can perform their duties while receiving pneumothorax or other types of collapse therapy, as for example, where visual inspection alone is performed.

#Inspector, Heavy Duty
U. S. Naval Ordnance Plant, Center Line, Michigan (Hudson)
See Inspector, Heavy Duty, Detroit, Michigan (Ford Plant)

#Inspector, Light Duty
U. S. Naval Ordnance Plant, Center Line, Michigan (Hudson)
See Inspector, Light Duty, Detroit, Michigan (Ford Plant)

#Inspector, Heavy Duty
Motor Transport Procurement, Detroit, Michigan (Dodge)
See Inspector, Heavy Duty, Detroit, Michigan (Ford Plant)

#Inspector, Light Duty
Motor Transport Procurement, Detroit, Michigan (Dodge)
See Inspector, Light Duty, Detroit, Michigan (Ford Plant)

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Seventh U. S. Civil Service Region

#Inspector, Heavy Duty
Air Corps Procurement District, Detroit, Michigan

The position of inspector, heavy duty, necessitates an extremely wide degree of physical exertion, from climbing into and under airplanes to picking up and examining extremely heavy objects. Deafness in one or both ears, either partial or complete, will not interfere with the proper performance of duties in most cases although it would not be advisable to employ an individual who is totally deaf because it is usually necessary for the inspector to converse with others. However, complete deafness in one ear should not be disqualifying. The inspectors should be agile since it is necessary for them to climb in and out of airplanes.

#Inspector, Light Duty
Air Corps Procurement District, Detroit, Michigan

The employee can accomplish his duties with one hand, one arm, or one leg. Flexibility of the body trunk and free motion of all the joints is not necessary. Deafness in one or both ears, either partial or complete, will not interfere with the proper performance of duties in most cases although it would not be advisable to employ an individual who is totally deaf because it is usually necessary for the inspector to converse with others. However, complete deafness in one ear should not be disqualifying. Persons with moderate hypertension under medical supervision and organic heart disease, fully compensated, are capable of performing the duties of inspectors. Individuals who have arrested tuberculosis are not an undue risk in the position of inspector, and there are many places where they can perform their duties while receiving pneumothorax or other types of collapse therapy, as for example, where visual inspection alone is performed.

Machinist, Armament (Traveling Artillery Maintenance)
R. I. Arsenal

Work on the light guns could be performed by an individual receiving pneumothorax treatment.

Maker Core
R. I. Arsenal

In the making of the smaller cores women could do the work. However, where the cores are large and extremely heavy the work is too strenuous for women.

Operator, Elevator
R. I. Arsenal

One elevator operator is employed who has one arm and who performs the job capably.

Jr. Packer
C&E Repair Shop, Bldg. 43, Fort Sheridan, Ill.

At times this position involves extremely heavy work perhaps too heavy for women.

Textile Examiner
C&E Repair Shop, Bldg. 43, Fort Sheridan, Ill.

Much of the work is similar to that of a Jr. Packer.

(March 2, 1942)

#Eighth U. S. Civil Service Region

Arc Welder, Erect
Cargill Co., Savage, Minn.
The duties of this position could be performed by a deaf mute and persons with one intact upper extremity with good grasping power in the secondary upper extremity.

Arc Welder, Flat
Cargill Co., Savage, Minn.
The employees work with a large flat plate of steel, and work on their knees for long periods of time. They interchange positions with erect welders. Women should be rugged. Deaf mutes are acceptable for this position.

Asst. Inspector Naval
Cargill Co., Savage, Minn.
The Asst. Inspector, Naval, inspects materials for the inside of the ship, such as gauges, valves, engines, etc., as they are unloaded. The duties are arduous and involve working under adverse weather conditions, lifting of very heavy materials and inspection work that is made unusually difficult at sub-contractor plants because of the environment.

Burner Acetylene (Acetylene Burner)
Cargill Co., Savage, Minn.
Deaf mutes could be employed as Acetylene Burners. Since some of this work is done outside, employees are exposed to adverse weather conditions at times.

Chipper
Cargill Co., Savage, Minn.
This employee chips out imperfect welding jobs. Noise is excessive. Deaf mutes would be ideal for this work since the environment is noisy. Directions are given by signs. Some chippers work outside and are exposed to various weather changes. (Females must be rugged and strong.)

Grinder (Compressed Air)
Cargill Co., Savage, Minn.
This employee grinds edges and fits large steel plates. Deaf mutes could perform the duties of this job satisfactorily. Some of this work is done outdoors in temperatures down to 10 degrees below zero.

Guard
Cargill Co., Savage, Minn.
An employee with one arm could perform this work.

Guard (Tower Watchman)
Cargill Co., Savage, Minn.
An employee with both legs off and satisfactory prosthesis could perform the duties of this position if provision were made for ascent and descent of the steps to the tower.

Hull Inspector
Cargill Co., Savage, Minn.
Much of the hull inspector's work is performed under varying weather conditions. T.B. patients should be assigned cautiously.
(March 2, 1942)

#Eighth U. S. Civil Service Commission

Plate Bender
Cargill Co., Savage, Minn.
A rugged woman could handle the duties of this position. The work is performed in a noisy environment and normal hearing is not necessary. Plate benders bend large plates by machinery to conform to a given pattern.

Plate Bender Helper
Cargill Co., Savage, Minn.
The plate bender helper lifts steel plates by means of chain hoists, but the heavy tool used in bending it is moved by hand; this entails heavy lifting. It is desirable that employees hear fairly well.

Rail-Truck Operator
Cargill Co., Savage, Minn.
The operator moves objects on rails with his truck. It is mostly outside work and the operator cannot remain in cab at all times.

Recorder of Welding Records
Cargill Co., Savage, Minn.
The duties are mostly of a clerical nature. When the employee is not busy at regular duties, messenger or odd light jobs are performed.

Template Maker (makes Wooden Patterns)
Cargill Co., Savage, Minn.
The template maker works on his knees and must accurately fit and saw wood, from which templates or patterns are made. Selection of women for this work should be undertaken cautiously.

Test Welder Examiner
Cargill Co., Savage, Minn.
See Welding Instructor

Welder, Arc, Erect and Flat
Cargill Co., Savage, Minn.
The duties of Welder arc, erect and flat could be performed by deaf mutes. The duties of this position are now being performed by an employee with marked disability of one arm (poliomyelitis).

Welding Instructor
Cargill Co., Savage, Minn.
Under favorable conditions the welding instructors need only one leg with satisfactory prosthesis. Most instructions are given in actual work. Deaf mutes could perform the duties of the position.

(March 2, 1942)

Twelfth U. S. Civil Service Region

Aircraft Armament Mechanic
Sacramento Air Depot

Although installation of guns in the planes requires a high degree of physical fitness, there are many bench jobs in this department that could be filled satisfactorily by persons having various handicaps, such as one leg off or other crippling conditions.

Aircraft Fabric Worker
Alameda Naval Air Base

These employees work very close together often directly opposite each other, and any questionable case of tuberculosis would be a definite hazard.

Aircraft Mechanic, General
Alameda Naval Air Base

This work can and is being done satisfactorily by women. While there is a certain amount of climbing about on planes, there is enough other work in this position so that a person with a usable artificial leg could be employed satisfactorily.

Aircraft Mechanic, Motor
Alameda Naval Air Base

Much of this work is done at the bench. Lifting of any heavy objects is or can be done by hoists or male workers.

Architect, Jr. (Naval, Ship Repair)
Fort Mason, San Francisco, Calif.

Architects (Naval) at this establishment climb around on ships, before and during repairs and alterations. Ability to climb up and down vertical ladders and get around a rolling, tossing ship requires two intact hands and two good legs.

Brakeman
Mare Island Navy Yard, Mare Island, Calif.

A strong active women could fill this job very well.

Buffer and Polisher
Alameda Naval Air Base

On some machines the employee could sit and do most of the work satisfactorily. On larger pieces of work it is necessary to stand.

Cable Splicer (Rigging Loft)
Fort Mason, San Francisco, Calif.

Free movement of the shoulders is essential in this work. As long as a person can get around on his legs and use them in pressing against his work bench, he can do this work.

Blood Pressure is not a factor in these positions. The work is done at a bench and there is no stress nor strain on the men while working. It is all hand work and the tools used are a wrench, marlin spike and a bench vise. A small block and tackle is used to put a small strain on the cables.

Twelfth U. S. Civil Service Region

Carpenter (called Ship Joiner at this plant)
Fort Mason, San Francisco, Calif.

In regard to height and weight: these employees at times have to get in and out of small spaces on board ships; however, in the shop of average size the proportion of obese men to those of average size would be such that there would always be enough slender workers to perform the required tasks.

Calker and Chipper, Iron
Mare Island Navy Yard, Mare Island, Calif.

This work is too strenuous for the average woman. An extremely rugged, husky female might be able to perform the duties.

#Chauffer, Bus Driver
Naval Ammunition Depot, Hawthorne, Nev.

These busses have no clutch, the gears are shifted automatically according to the speed of the vehicle. A person with an artificial left leg could fill the duties of the position satisfactorily. Changing tires might be difficult for a woman, otherwise there is nothing about the operation of these vehicles that would contraindicate the employment of women in this position.

Coppersmith
Mare Island Navy Yard, Mare Island, Calif.

Women could do much of this work satisfactorily. There are many positions in this craft that could be filled quite well by persons who are handicapped. There are others requiring work on board ship in which the employee must be agile, active and able to get into small spaces and work in very cramped and difficult positions. Some of the coopersmiths never leave the shop, others spend most of their time aboard ship.

Deckhand
Fort Mason, San Francisco, Calif.

In regard to hands: one intact hand with not less than seventy-five percent of normal grasping power in the other acceptable.

Double Needle Operator
Alameda Naval Air Base

Women are more suitable for this position than men.

Draftsman, Marine (Inside)
Fort Mason, San Francisco, Calif.

Draftsmen, Marine, (inside) do not have to go on board ships to take measurements for repairs or alterations to hulls, engines or superstructure. Their work can be done from specifications and notes provided them in their office.

Draftsman, Marine (Outside)
Fort Mason, San Francisco, Calif.

Draftsmen, Marine, (outside) must go aboard ships; crawl around the hole, go in and out of small spaces, through small manholes, climb the masts and be generally able to get to any place on a ship, in order to take measurements for the preparation of drawings used in making repairs or alterations to the hull or superstructure. It is not necessary that every employee in the same office be able to do this.

(March 2, 1942)

Twelfth U. S. Civil Service Region

Electroplater

Alameda Naval Air Base

There is present in the environment a moderate increase of humidity and fumes of an irritant nature arising from the tanks of acid material in which the objects to be plated are immersed.

#Engineman, Diesel Electric Locomotive (Switching)

Hawthorne Naval Ammunition Depot, Hawthorne, Nev.

The engine is operated by manipulating hand levers and push-pull buttons. The operator can sit down all the time. Good hearing is necessary since the operators receive orders orally over a short wave receiver in the cab. Although the steps leading to the cab are steep, a person with one leg and two good hands and arms could get in and out easily. Free motion of the cervical spine is very important. Depth perception and color perception are essential. Vision should be not less than 20/30 corrected in both eyes.

Twelfth U. S. Civil Service Region

Flange Turner
Mare Island Navy Yard, Mare Island, Calif.
Women could act as helpers in this craft.

Foreman, Pier
Fort Mason, San Francisco, Calif.
The Pier Forman directs and supervises the process of getting cargoes on and off of ships. The men work under the immediate supervision of gang bosses.

Forger, Drop
Forger, Heavy
Forger, Light
Mare Island Navy Yard, Mare Island, Calif.
Women could perform some of the operations in connection with all classes of forging. There are levers on all of the hammers and presses that could be manipulated by women. This would necessitate some change in the operations of the team working at the particular machine. The difference between heavy and light forging here is that forging is not classified as "Heavy" until the piece being worked weighs over five hundred pounds and is ten or more inches in diameter.

Gas Cutter or Burner
Fort Mason, San Francisco, Calif.
One intact hand and good grasping power in the other is sufficient for this work.

Heat Treater
Alameda Naval Air Base
Most of the articles handled are not heavy and a chain hoist is readily available.

#Inspector Army Ordnance Material
Chemurgic Corporation Plant, Richmond, Calif.
The Inspector, Army Ordnance Material, could perform the duties of this position with one hand intact and good grasping power in the other.

#Inspector of Hulls and Machinery
Field Service U. S. Maritime Commission, Oakland, Calif.
These Inspectors work in the shipyards inspecting boats during the course of construction, repair jobs, alterations, and improvements on various Maritime Commission boats. Their work requires them to get into every nook and cranny of a boat from the compartments in the double bottoms to the tops of the masts. Some of the work, inspection of machinery and fittings, is done in machine shops where they are manufactured or repaired. This part of their activity is not strenuous and could be performed by an individual who has reasonably good sight in one eye and sufficient hearing to understand what is said to him. A totally deaf person could qualify for some of this machinery inspection work done in the shops.

Some of the Inspectors must distinguish colors accurately since the various electric cables have different colored coverings. The work in the double bottoms is very exhausting and it is said that even on cool days the temperature may reach 120°F. The atmosphere is very humid and Inspectors come out of these double bottom tanks drenched with perspiration and very exhausted. If there is any burning or welding

the fumes tend to settle in the double bottoms and this is an additional hazard. Near vision in one eye, sufficient to read blueprints, and vision of at least 20/40 for distance should be sufficient.

One hand intact is sufficient. Under arms and legs on this survey it has been indicated that a person with one arm and one leg could satisfactorily fulfill requirements. However, either two good hands and arms with satisfactory artificial leg, or two good legs and one hand and arm are necessary.

Crawling through the compartments of the double bottoms requires a great deal of bending of the spine. Full and free movement of the neck and dorsal spine are necessary. The same applies to the shoulder and hip joints.

Blood pressure: The only hazard that might be experienced from excessive hypertension is the possibility of a cerebral accident occurring while working high up on the ship with the resultant fall. For inspection in the shop and areas not involving the hazard moderate elevation in blood pressure need not be considered.

Inspector of Ordnance (Army) Supplies and Equipment
Junior and Senior

The surveys of these positions were made on Government employees working in private manufacturing establishments inspecting ordnance material supplies. The respective establishments were chosen upon advice of Army Ordnance Inspectors Service because they offer a greater opportunity to study various phases of inspection work than could be found in any Government establishment in this area.

Many of the operations of inspecting this equipment and supplies could be performed by women. The physical requirements for this inspection work varies greatly with the operation to be done. Certain inspection operations on projectiles and cartridge cases could well be done by persons who are both deaf, blind, without legs, and who possess a keen sense of touch, and a minimum grasping power in both hands. The material to be inspected by such handicapped persons would have to be brought to them. Other inspectional operations could be performed by persons who would merely have to sit at a bench, pick up the article to be inspected, insert it in a gauge, and then place it in the appropriate tray, depending upon the dimensions of the article. Some of the operations require very keen vision and the use of the hands plus very free motion of the body. Inspection of gun barrels, recoil mechanisms come under this heading.

There are so many various steps in the inspection of ordnance material and supplies that for a large group of inspectors positions a person having aptitude for the work and any physical ability whatsoever could be utilized quite successfully.

Twelfth U. S. Civil Service Region

#Inspector of Ordnance Material, Bench
Plant of Schlage Lock Co. (Private Institution), San Francisco, Calif.

Inspectors with ability to get around even with crutches are acceptable since there is not much walking to do. Most of the work involves checking parts with gauges, while in sitting position. All the inspectors require fairly good sight and use of two hands or one hand intact with good grasping power in the other hand. Normal hearing is not essential. The inspectors sit at benches and use wedges or perform tactile or visual inspections. The parts are inspected for size, plating defects, smoothness and presence of burrs left from the machine operations.

#Inspector of Ordnance Material, Roving
Plant of Schlage Lock Co. (Private Institution), San Francisco, Calif.

The roving inspectors roam through the plant carrying gauges with them and check semi-finished parts as they come off the machines. These inspectors need good sight in one eye, one good hand and grasping power with the other, plus ability to be on their feet most of the day. Persons with one natural leg and a good artificial leg should be able to do this work satisfactorily if they have the other necessary physical qualifications. Women are doing this work satisfactorily.

#Inspector of Ordnance Materials
Marchant Calculating Co., Emeryville, Calif. (Private establishment)

The duties of this position do not require color vision. Instructions for changes in procedure could be given in writing, hence hearing is immaterial. There is very little walking to do and no lifting of over 25 lbs. weight. All operations involve use of visual or tactile senses, mostly tactile. An inspector with one intact hand and good gripping power in the other could do the work. Women are doing this work satisfactorily.

#Inspector of Ordnance Materials
Friden Calculating Co. (Private plant), San Leandro, Calif.

The duties of this Inspector could be done by a person who had lost both legs, provided they could hoist themselves onto a stool high enough to permit them to work at a bench. One operation requires good color vision. All other operations are based on either visual or tactile sense. Unless inspection is on a production line basis where one person does the same thing all day without the necessity of changing to some other operation, good close vision is necessary. Many of the operations can be done by sense of touch entirely, however, it is necessary for an Inspector to occasionally write out a tag on a particular part. Normal hearing is not essential.

Inspector of Ordnance, U. S. Army
Carter Hardware Co., Los Angeles, Calif.
Grayson Heat Control Ltd., Los Angeles, Calif.
Byron Jackson Pump Co., Los Angeles, Calif.
Norrif Mfg. Co., Los Angeles, Calif.

See Inspector of Ordnance (Army) Supplies and Equipment

(March 2, 1942)

Twelfth U. S. Civil Service Region

Joiner (Ship Joiner)
Fort Mason, San Francisco, Calif.

Ship joiners in addition to doing fine work with wood have to be able to get about the decks and deckhouses. At Fort Mason due to tidal conditions there is a great deal of motion in the boats even when tied up at the docks. This requires good control of the body and legs.

#Laborer (Sorting bolts, nuts and screws)
Alameda Naval Air Station, Alameda, Calif.

This laborer's duties could be performed by the blind. In a group of five workers four could be without sight. The present location of the work table might have to be changed to remove a hazard to blind people in getting to and from the place where the work is done.

Laborer, Classified (Dock Seaman)
Fort Mason, San Francisco, Calif.

One intact hand and good grasping power in the other are sufficient to perform duties of this position. Motion of both wrists, elbows and shoulders should be free in all planes. Up to twenty-five per cent disability in one leg would not interfere with proper performance of duties.

One man observed working this job with a good right hand and the fingers of the left hand off at the metacarpo-phalangeal joints. With left thumb intact he had about twenty-five per cent grasping power. He worked almost as efficiently as the other men and his output was higher.

Machine Operator
Mare Island Navy Yard, Mare Island, Calif.

This work could be done by women, however, there is difficulty getting women to remain on the job on account of the heat.

The employees surveyed were operating machines making rivets and bolts. Obviously the physical requirements for "Machine Operator" vary with the machine and the material being handled. On a hand fed machine the operator has to pick up the material and place it in the machine, then manipulate the necessary levers. On an automatic machine the operator may only have to sit around and be ready to stop it if anything goes wrong. In general, machine operators have need of good grasping power in one hand and fair in the other, reasonable mobility of wrists, elbows, and shoulders. On a sitting job legs could be absent.

Marine Engineman
Fort Mason, San Francisco, Calif.

Duties of this position involve heavy mechanical work incident to ship repair and maintenance.

Marine Fireman
Fort Mason, San Francisco, Calif.

Firemen have to assist in engine room repairs and clean out the boilers when ordered.

(March 2, 1942)

Twelfth U. S. Civil Service Commission

Metalsmith, Aviation
Alameda Naval Air Base
Most of these positions could be filled by women and in the majority of them the work can be done sitting down. In this shop those who operate the power hammers, presses and other small machines together with workers who form the metal by use of hand tools, are classified as metalsmiths, aviation.

#Motor Grader Operator
Naval Ammunition Depot, Hawthorne, Nev.
A sturdy muscular woman could do this work.

Munitions Worker (Female)
Benecia Arsenal, Benecia, Calif.
At this plant "Munitions Worker" covers many classes of work. Some of it is purely storekeeper work, some classified labor, such as loading and unloading cars and trucks. Others operate hand machines placing cartridges in the canvas or metal link belts, placing the filled belts in boxes, soldering the boxes, marking them and stacking them in the magazines. The physical fitness requirements vary according to the work being done, some workers need two hands, some could do with one arm and one hand, some only need one leg and others doing lifting require two.

Oiler Marine
Fort Mason, San Francisco, Calif.
The oiler is required to assist with engineroom repairs as needed. The work requires an active, agile person since he must be able to work in and around rapidly moving machinery. Violent motion of the boat at times renders work very difficult. This job is not suitable for women.

Operator, Crane (Heavy Duty, 50 tons)
Hunter's Point Naval Dry Dock, San Francisco, Calif.
A person with one intact hand and good grasping power in the other could do this work. Keen vision and good hearing are also essential.

Operator, Dragline
Sepulveda Dam, Los Angeles District, U. S. Engineers, Calif.
Good grasping power in crippled hand necessary. This position is too arduous for women.

#Ordnanceman
Mare Island Ammunition Depot, Mare Island, Calif.
The employees classed as ordnancemen in this establishment perform many varied duties. They are shifted around from one job to another, working one day in one shop, perhaps the next in some other shop doing altogether different work. They clean and recondition shell cases, inspect them, load, insert primers, make up loads of powder for the big guns, operate sewing machines. They are deliberately shifted from one job to another. A satisfactory full survey was impossible due to necessary precautions taken by the Navy in permitting civilians to visit all of the shops in the ammunition depot.

(March 2, 1942)

Twelfth U. S. Civil Service Region

#Ordnanceman

Hawthorne Naval Ammunition Depot, Hawthorne, Nev.

These employees do a variety of work. It consists of removing bombs, shells and explosives from the railroad cars, handling fuses and detonators, assembling mines, bombs and shells. Objects handled vary from a 21 in. torpedo down to a 38 in. Cal. pistol shell. The majority are heavy and require a very muscular individual to move them. The work includes adjusting lugs on bomb cases, transporting the empty cases into the filling house, supervising the operations of the filling machines in which the T.N.T. is melted and in its molten condition poured into the empty bomb cases. The operator who does this must have a very keen color sense because the automatic heating control cannot always be relied upon and hence he must be able to detect any change in color of the molten T.N.T. as it flows into the bomb or shell casings. The change from light to darker colors indicates an impending explosion. The operator manipulating the filling valve has to be able to judge the color of the material very accurately.

Other work of a mechanical nature is done on the bombs after they are filled. This consists of installing the fuses and detonators; storing them in magazines and shipping them out in railroad cars and packing them with lumber and other fastening materials. Many of the employees of necessity have to be shifted from one type of work to another.

All of the people doing this work are called Ordnance Workers. The minimum physical requirements for doing some of this work could be rather low. However, certain key employees would have to have their full physical ability.

Packer

Fort Mason, San Francisco, Calif.

In this establishment the term Packer is really applied to Warehouseman. They receive goods, check it off delivery trucks, run it into the buildings on mechanical carriers and stack the stock in the warehouse. They are required individually to handle packages weighing up to one hundred pounds. They assemble outgoing orders bringing the goods to the delivery doors whence it is trucked to the ships.

Pattern Maker (Wood)

Mare Island Navy Yard, Mare Island, Calif.

Women are performing the duties of this position very satisfactorily.

(March 2, 1942)

Twelfth U. S. Civil Service Region

Pipe Coverer & Insulator
Mare Island Navy Yard, Mare Island, Calif.
Women could do this work satisfactorily. Some of the work is at a bench where a handicapped person with loss of a leg or an eye could perform the duties. Other work in this craft is on ships where employees must be agile and able to work in almost any space or position.

Puncher and Shearer
Mare Island Navy Yard, Mare Island, Calif.
Women could do much of this work, when the pieces to be handled are not too heavy.

Ribstitcher (Aviation)
Alameda Naval Air Base, Alameda, Calif.
Ribstitchers work in pairs taking the sewn fabric and applying it to the wing, ribstitching and doing all of the steps necessary to complete the fabric work on the section assigned to them. This includes drilling of holes for bolts and screws.

Rigger Antennae
Presidio of San Francisco, Calif.
This position is too strenuous and hazardous for women.

Sandblaster (Ground Duty)
Sandblaster Helper
Alameda Naval Air Base, Alameda, Calif.
Minimum weight for this position should be one hundred and forty pounds since these employees have to manipulate a heavy hose carrying an air pressure of one hundred pounds to the square inch.

Storekeeper, Jr. (Aviation Stores)
Storekeeper, Asst. (Identical duties from physical standpoint)
Alameda Naval Air Base, Alameda, Calif.
These positions could be filled by women provided there were enough men in the store to do the heavy work.

Storekeeper, Principal
Alameda Naval Air Base, Alameda, Calif.
The position requires a great amount of walking and going up and down stairs.

Temperer
Alameda Naval Air Base, Alameda, Calif.
Most of the articles handled are not heavy and a chain hoist is readily available.

Tile-Plate Setter
Mare Island Navy Yard, Mare Island, Calif.
A great deal of this work is done kneeling erect or while sitting back on the heels.

#Watch and Chronometer Repairer
Mare Island Navy Yard, Mare Island, Calif.
Persons with amputation or disability of the lower extremities, provided they can sit on a stool at a bench, can perform this work.

(March 2, 1942)

ADVANCE RELEASE

WMC-ORR-2037

PM-4281

ADVANCE RELEASE: For SUNDAY Papers, January 17, 1943.

OFFICE OF WAR INFORMATION
WAR MANPOWER COMMISSION

In a giant war plant at Williamsport, Pa., one entire production line is manned by 33 physically handicapped workers, according to the January issue of the "Manpower Review," a publication of the War Manpower Commission.

"The Williamsport plant," says the Manpower Review," has given a striking demonstration of the success with which ... disabilities may be turned into capabilities. The local USES office paved the way for this project with plant studies which were part of the employer's general program of job simplification and upgrading. The USES also recruited some of the handicapped workers and contributed facilities to assist in the placement process.

"The Pennsylvania Bureau of Rehabilitation, a division of the State Department of Labor and Industry, recruited for training most of the persons who went into this 'handicapped' production line. They came from all parts of the State, ranged in age from 18 to 45, and represented a wide variety of disabilities. All were alike in one respect--they displayed an interest and aptitude for mechanical work. Careful attention was given to physical rehabilitation before the problem of vocational tests aided the rehabilitation officials in their selection process. Those finally chosen for training were sent to Williamsport where the Rehabilitation Bureau arranged for their housing and provided maintenance for them until such time as they found employment and became self-supporting.

"At the Williamsport Technical Institute, most of the students had been in training about two months, when in March 1942 the new machines which were to form the line in the still unfinished building of the new war plant, were brought in and set up on the shop floor of the Institute. The handicapped workers were placed at these machines and the line went into actual production. The trainees were placed on the company pay roll and the parts produced, if they passed inspection, went into actual use. In July the new shop was completed and the whole handicapped line was transferred to its permanent home. The line produces link pins for the master rod, piston, pins, cam follower rollers, and other parts in which the men are required to work to a tolerance of 0.002 of an inch in diameter and two micro-inches in finish.

"The men have all advanced rapidly since they started at 65 cents an hour. One man with a hip disability is operating a buffing and polishing machine and now earns over $1 an hour. He had no job at all before he came up to school at Williamsport.

"The super-finisher operator is an older man. His ear drums are ruptured, the left one rather badly, but that doesn't prevent him from turning out a full day's work at his machine. Some employers have complained that deafness is a serious flaw on a job where experienced workers frequently use the sound of a machine to detect something wrong with the progress of the work, but this operator keeps his fingers on the machine and has learned to judge from the change in vibration whether the work is passing through properly or not.

(over)

"Another worker lost his right leg in a childhood accident, and wears an artificial limb. His disability forced him to depend upon the uncertain financial returns of a salesman. Now he operates an external grinder on the handicapped line.

"The plant has a bench inspector who does an excellent job in spite of two crippled legs. Ordinarily this job requires the worker to get his material and bring it over to his bench, and then carry it along to the next worker when he is finished. Officials arranged for a trucker who works nearby to bring the work to the inspector, and take it away, and now a previously under-utilized worker has been transformed into an excellent productive unit.

"In another division, where huge crankshafts are turned out, a towering six-footer operates a big turrent lathe. One arm is crippled and can be raised only about waist-high. Since his operations at the turret lathe do not require any higher lift, this man is performing an excellent job.

"A boy who came from an NYA Training Center has one hand dwarfed to perhaps half the normal size. He works on the engine assembly line at an operation which requires fastening nuts in a very small space. His defect actually enables him to attach these nuts at about twice the speed with which a normal worker could operate. A one-armed welder has a special welding electrode which screws right into the socket of his artificial arm so that he can perform welding operations with less fatigue than a physically normal worker."

Use of handicapped workers is a firmly established policy in this Williamsport plant, according to the Manpower Review. The supervisor of these men says that handicapped workers generally display extraordinary steadiness and concentration.

SCHROEDER---WMC---2036

~~OFFICE OF WAR INFORMATION~~
WAR MANPOWER COMMISSION

For Immediate Release
Friday, November 12, 1943

PM-4464

Placements of handicapped persons by the United States Employment Service for the first nine months of 1943 increased 129.5 per cent over the same period for 1942, the War Manpower Commission announced today.

The total number of handicapped persons who have found employment this year through the United States Employment Service is 139,862 as compared with 60,932 for the same period in 1942.

In some states the percentage of increase has been over 1,000 per cent. It is notable that the percentage has risen most sharply in labor shortage areas where the War Manpower Commission has insisted upon the highest utilization of the available labor supply. In Massachusetts, for example, the percentage rose rapidly in the three months period of July, August and September as the manpower situation became acute. In Michigan, where the labor shortage has been a problem over a long period, the number of handicapped persons employed was greater than in Massachusetts but the percentage of increase was lower. Michigan had begun to call upon its handicapped ealier.

Figures for July, August, and September of 1943, indicate that over half of the handicapped went into work calling for a high degree of skill and experience. Of the total, 51,490, only 23,336 were classified as unskilled labor. The remaining 28,154 included professional and managerial, 1,002; clerical and sales, 4,138; service, 5,942; skilled and semi-skilled 17,072.

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X-22776

77TH CONGRESS
2D SESSION

H. J. RES. 334

IN THE HOUSE OF REPRESENTATIVES

JULY 13, 1942

Mr. ANDERSON of New Mexico introduced the following joint resolution; which was referred to the Committee on Labor

JOINT RESOLUTION

Authorizing and directing the Chairman of the War Manpower Commission to take certain steps to speed up the utilization in suitable employment of the abilities and aptitudes of all employable handicapped persons.

Whereas the preservation of America, and of its democratic rights and freedoms, requires that there shall be full utilization of the abilities and aptitudes of all handicapped persons, including America's disabled defenders, to the end that our country may be enabled, (1) to provide an adequate number of able-bodied persons for active service in its armed forces, and, at the same time, (2) to mobilize sufficient manpower speedily to produce all kinds of highly mechanized and motorized matériel, as and when needed by our armed forces; as well as (3) to maintain all types of services incidentally necessary thereto; and

Whereas there are now millions of jobs being performed by able-bodied persons, which might be performed by handicapped persons, thus releasing such able-bodied persons for jobs that cannot be satisfactorily performed by handicapped persons; and

Whereas there are several laws, both Federal and State, enacted during peacetime, which disregard the problem of the physically handicapped—now variously estimated at between fifteen million and twenty-five million—which discourage or impede the utilization of employable handicapped persons and thus hinder the speedy production of needed war matériel; and

Whereas it is vitally important that all employable persons, including the physically handicapped, shall be so employed as to enable them to make the greatest possible contribution to America's "all-out" war victory effort; and

Whereas it is highly desirable that special studies, surveys, and analyses be conducted in order to determine the various types of employment in which the abilities of variously handicapped persons can be best utilized, and for which their aptitudes can best be developed by various types of specialized preemployment vocational training; and

Whereas there is now no Federal agency charged with full responsibility for arranging for the full utilization and development of the qualifications and potentialities of handicapped employables: Now, therefore, be it

Resolved by the Senate and House of Representatives of the United States of America in Congress assembled, That the Chairman of the War Manpower Commission is

hereby authorized and directed to issue directives designed to—

(1) Provide for careful inventories, surveys, and analyses to be made as to the relative abilities and aptitudes of the several groups of variously handicapped persons, to determine how their services can be feasibly utilized in, and how their potentialities can best be developed for, suitable employment;

(2) Promote cooperation between public and private agencies in arranging for various types of specialized preemployment training courses for all handicapped and disabled persons who are potentially employable in the various capacities determined upon, according to their respective aptitudes;

(3) Arrange for the formulation of proposed Executive orders, to be submitted to the President for his approval, in effect to provide that certain kinds of jobs and positions in Federal agencies shall, during the period of war, be filled only by applicants who are handicapped by various stated kinds of ailments or disabilities, who have been found to be otherwise qualified therefor, and urging all employers in private industry to fill all future vacancies in similar types of private jobs or positions with such variously handicapped employable persons as may be feasibly available therefor;

(4) Provide for careful studies of all Federal laws and of all State laws, including State workmen's compensation acts,

which may be considered as being responsible, in whole or in part, for discouraging or impeding the suitable employment of handicapped persons; to make public the results of such analyses; and to submit to the various State legislatures, to the United States Congress, and to the President, suggestions for such additional legislation and Executive orders as may be considered helpful to remove existing impediments as to, and to encourage, the employment of handicapped persons; and

(5) Provide for such other steps as are designed to speed up the utilization of the abilities and aptitudes of all employable handicapped persons in suitable employment.

77TH CONGRESS
2D SESSION

H. J. RES. 334

JOINT RESOLUTION

Authorizing and directing the Chairman of the War Manpower Commission to take certain steps to speed up the utilization in suitable employment of the abilities and aptitudes of all employable handicapped persons.

By Mr. ANDERSON of New Mexico

JULY 13, 1942

Referred to the Committee on Labor

THE

Peoria Plan

FOR

HUMAN REHABILITATION

PEORIA - ILLINOIS

A physical handicap is a difference, possessed by some persons, which, though limiting physically, need not limit vocationally.

DIRECTORS

Dr. H. A. Vonachen, Caterpillar Tractor Co.
I. W. Wolfner, National Cooperage Co.

CHAIRMAN OF ORGANIZATION

J. H. Braunagel, War Manpower Commission

CHAIRMAN OF EMPLOYER SURVEY

C. C. Schlink, Jr., Junior Chamber of Commerce

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F. R. Oakley, Peoria Star
G. W. Barrette, Peoria Journal-Transcript

CHAIRMAN OF VOCATIONAL TRAINING

Dean A. F. Siepert, Bradley Polytechnic Institute

CHAIRMAN OF MEDICAL RESTORATION

Dr. C. S. Turner, Peoria Medical Society

CHAIRMAN OF INTAKE SOURCES

C. R. Golly, American War Dads

CHAIRMAN OF GUIDANCE

F. D. Bodtke, Rotary Club

TREASURER

D. E. Wilkins, Lions Club

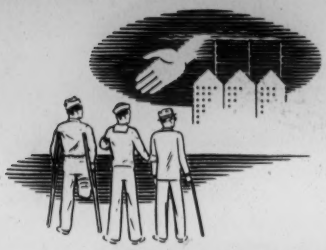
A Community Looks Ahead

Here is a story of a city-community response to a vitally important situation. The problem of returning the individual handicapped through military service, accident or illness, to a life as nearly normal as possible is here recognized as an inevitable community responsibility. Under the impetus of a mounting wartime casualty list, resources have been marshalled to smooth the way for human rehabilitation within the community.

The community of Peoria, Illinois, housing more than 200 diversified commercial and industrial establishments, responded to the challenge of this problem. Civic agencies, under the original impetus of local industry acting through the Peoria Manufacturers' Association, have voluntarily brought forth "The Peoria Plan for Human Rehabilitation." The return of the physically handicapped from military to civilian life presents a problem which will test American ingenuity equally as much as its economic and political questions. Unless a well organized program is prepared in advance, we shall be faced with returning disabled men being forced to wait for jobs, with each day's delay increasing their resentment, their mental depression, and their fear of depending upon charity. National leaders who have become acquainted with this plan feel that it has great merit. Peoria's hope is that other communities over the nation may emulate its action, take counsel and courage from its pattern, and institute a similar humanitarian project at the earliest possible moment.

Anyone who has gone through a modern government hospital has come away a saddened man; for the modern miracles of science, the much heralded blood plasmas, and the "sulfa" drugs, have worked their scientific miracles well in many cases. Stretching corridors of rooms are filled, even now, with once-strong boys and men, maimed, deformed, and blinded — the advance guard of the Armed Forces that will return from the battle areas in a steadily increasing stream as the climax of this global war nears.

These boys and men who are able to again take their place in useful positions in society, will return "home." They will look quite naturally to their old jobs. This poses a problem on local employers and through them to the community as well. Without minimizing in any way the fine purpose of government gratuities, none of these can fully compensate for the stimulus of familiar contact and the atmosphere of the "old job."



It Works at "Caterpillar"

The Peoria Plan for Human Rehabilitation is unique because the many employers in the Peoria area were organized and made ready to accept the physically handicapped before their return. Usually, the intake groups are forced to approach employers with a plea for opportunities for the persons with physical handicaps.

But business, at first blush, sees an "impasse." "We'd like to use these people," but the main question is, "HOW can we? What can they do? Will they endanger other employees or themselves? In other words, will your high-sounding plan WORK?"

The answer is to be found in the work experience of the Caterpillar Tractor Co., a bustling, war-busy plant employing 18,000 men and women. From this busy factory sprang the original idea for "The Peoria Plan." Its undeniable success there brought ministers, educators, businessmen and social workers in a steady stream to establish the larger community effort. Some 18 months ago "Caterpillar" realized that some of the 4,000 to 5,000 employees on military leave would return from the war suffering from physical handicaps. In facing this problem the company could draw upon its many years of experience in the rehabilitation of its own physically handicapped. This, plus a shortage of manpower, presented the possibility of unifying the programs for the civilian and military handicapped people. Steps were taken for the formation of a plan with close cooperation among Medical, Personnel, Training and Safety Divisions.

Since it was first necessary to determine the jobs available for these individuals, a survey was made in which each supervisor listed the jobs in his department which could be performed by employees with the handicaps listed on the survey cards. With this information, the Personnel Division with its knowledge of "job analysis" interviewed the individuals, and presented the applicant to the Medical Division for approval of the specific job chosen. A personal interview followed, impressing upon the employee the necessity for care and safety in his work, and a note was placed upon his record card that no transfer could be made without the consent of the Medical Division.

Supervision and training now appeared in the picture. Supervision was instructed in the proper handling of these people, and then the "Job Instructor Training" given job trainers. That supervision has given its complete approval, there can be no doubt, for almost daily more handicapped employees are requested. They are continually finding new jobs that handicapped people can do. Many of the employees with physical handicaps are attending special classes given by the Training Department in order that they may advance in the quest of independence.

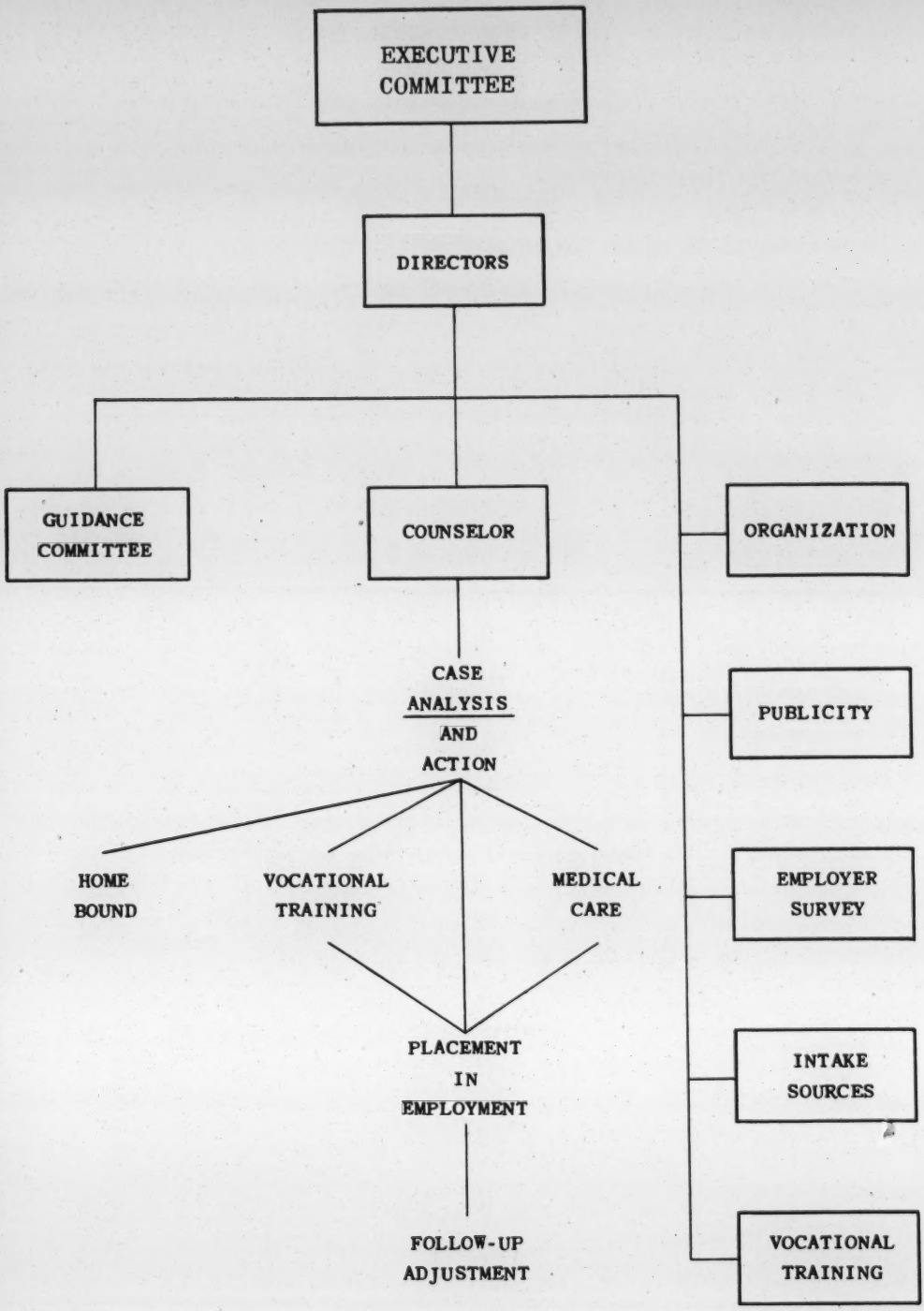
"Caterpillar" has approximately 800 handicapped persons in gainful and most useful work. This number is remarkable when one considers that this company builds heavy machinery, calling for heavy and light machine work, similar types of assembling, and grey iron and aluminum foundry work. Those called "handicapped" by "Caterpillar" are only those with major defects: loss of one or both extremities; marked deformities, congenital or otherwise; loss of one or both eyes; loss of hearing or speech; and those recovered from Tuberculosis, heart disease, etc.

Yes, the program works in the hardest, most callous test tube of them all, — actual experience. The vast majority of these people have a production, safety and absentee record far above normal. They are paid at the same rate as normal individuals, are shown no special favors, and are in no way considered as accepting charity. They will be given the same consideration as any other employee in being retained on the job in the days following the war.

The best answer to "Will It Work?" is from the lips of "Caterpillar" supervision reflecting positive company policy:

"Give us as many of this type of workman as you can get!"

Small industrial and commercial establishments are able to do excellent work in the placement of handicapped people because of first-hand knowledge of the requirements of their jobs and a direct contact with their employees.


EXECUTIVE COMMITTEE
DIRECTORS
GUIDANCE COMMITTEE
COUNSELOR
ORGANIZATION
CASE ANALYSIS AND ACTION
PUBLICITY
HOME BOUND
VOCATIONAL TRAINING
MEDICAL CARE
EMPLOYER SURVEY
PLACEMENT IN EMPLOYMENT
INTAKE SOURCES
FOLLOW-UP ADJUSTMENT
VOCATIONAL TRAINING

The Peoria Plan

And What it Means

This is "The Peoria Plan" in action. It is the framework of the community structure on which the burden of human rehabilitation rests. You may want to observe it closely, perhaps not to copy it in total, but to apply the broad general principles to your own civic problem. These general principles are time-tested and work-proven. We believe that in them lie the essentials of a comprehensive, efficient and workable program which, multiplied many times by the number of cities, towns, and villages over the nation, will conserve the greatest of all American assets — useful and self-respecting human beings.

(Refer to chart on opposite page.)

At the top of the chart is, of course, the executive branch, which is directed in this case by an industrial medical director and a business executive. The committee consists of a cohesive smaller group empowered to pass on policy. Branching to the right from this are the major committees, which are considered individually in this explanation.

The purpose of the organization committee is to enlist all phases of community activity — business, labor, church, school, veterans' groups, etc.— that are interested in the human rehabilitation problem. This group is mainly consultive for the purpose of promoting civic enthusiasm and dispatch. The publicity activities include winning public support through the means of the radio, movies, newspapers, plant publications, labor magazines, and speakers. Such publicity is also of value in aiding to underwrite the program and to enlist State or Federal aid for office space, stenographic assistance, and the services of an all-important counselor.

"The Peoria Plan" has been financed by public-spirited citizens and many different organizations.

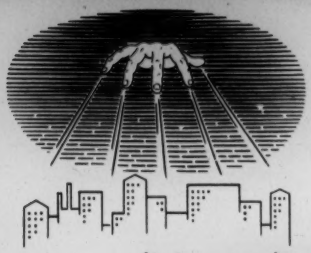
The employer survey committee undertakes by means of a survey card to canvass all job possibilities in the community that handicapped men and women could do.

The intake sources include the Federal, State, and Local agencies listed on back cover.

Vocational training aids come next. In Peoria, Bradley Polytechnic Institute, Brown's School of Business, and others, contracted by the government, are already doing rehabilitation work with some ex-service men. They offer both facilities and counsel. If similar facilities do not exist in your community, Federal, State, or other aid can be enlisted.

A complete case analysis is effected, of course, by the counselor before any placement is attempted. Case action is the working out of the disposition, with complete records being kept for follow-up. This is a PERMANENT program; fully employables will find the transition relatively easy. Medical restoration is effected through existing agencies for those needing it, as is vocational training in the manner mentioned.

The guidance committee is a small group that acts as a clearing house for the final disposition of the case. It is important to have actual men and women of business represented on this committee.



Finding the Job

It is exceedingly important that a community plan have in advance a knowledge of the jobs available in their area for the employment of people with different handicaps. The problems of each community will vary because of the differences in the type of businesses.

The first step is to find the JOB the MAN can DO. This can be done by the use of a survey card. The sample card printed below presents a general outline of a form which may be followed in a community survey.

COMPANY		DEPARTMENT												DATE					
MEMBER	LOSS	CLERICAL			TRADE			MANUFACTURING			SERVICE			OTHER					
		*S.	S-S.	U-S.	S.	S-S.	U-S.	S.	S-S.	U-S.	S.	S-S.	U-S.	S.	S-S.	U-S.	S.	S-S.	U-S.
SIGHT	PARTIAL																		
	TOTAL																		
HEARING	PARTIAL																		
	TOTAL																		
LEGS	PARTIAL																		
	TOTAL																		
FEET	PARTIAL																		
	TOTAL																		
HANDS	PARTIAL																		
	TOTAL																		
ARMS	PARTIAL																		
	TOTAL																		
HEART DISEASE																			
BACK CONDITION																			
OTHER ORGANIC DISABILITIES																			
TOTAL NO. OF JOBS THAT ABOVE PEOPLE COULD DO																			

* S. - Skilled S-S. - Semi-skilled U-S. - Unskilled

In addition to its use as a placement and utilization tool, it may be used to furnish data on the number of jobs available in any business enterprise large and small.

"The Peoria Plan" Summarized

In conclusion let us briefly summarize the outstanding points of this program.

1. Now is the time to organize — do not wait until the disabled veterans return from the war.

2. A well organized program in each company is necessary for success. In some organizations, this consists of close cooperation between Medical, Personnel, Training and Safety Divisions, and Supervisors.

3. A survey of jobs is essential.

4. Employers of small groups can participate because of first hand knowledge of their jobs.

5. The production, safety, and absentee record of the physically handicapped is above average.

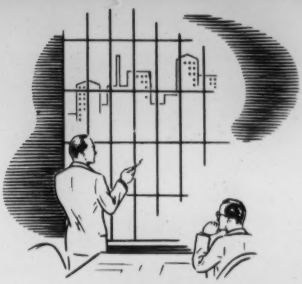
6. Classification of handicapped individuals should be clarified.

7. "War neurosis" cases will benefit from quick employment with special attention given to individual cases.

8. Time is valuable. Soon after the handicapped returning veteran begins to look for a job, he should be properly placed. Delay is discouraging and demoralizing.

9. We recommend to other communities their sincere consideration of "The Peoria Plan."

"The Peoria Plan" for human rehabilitation is a fine humanitarian program which is applicable to all post-war employment problems. It gives to every individual the opportunity to receive his "God Given Rights" to care for himself and his dependents. Above all, it demonstrates the willingness of all concerned to contribute their share in making the United States of America the outstanding example of true democracy.



What they say about it

"The Peoria Plan for Human Rehabilitation" offers, I believe, a sound solution of the problem we must answer in order to fit our returning disabled veterans into their rightful places in business and industry.

Personally and officially "The Peoria Plan" has my full endorsement, and you can count on the Illinois Department of Labor for complete cooperation at all times.

Francis B. Murphy
State of Illinois
Director of Labor

+

"The Peoria Plan" is unique in its conception since it is a voluntary expression of interest and willingness to prepare for the return of the physically handicapped from military to civilian life.

The rehabilitation program is effectual only if it results in the acceptance of the handicapped worker. Business enterprise large and small is not only taking the lead in the formulating of this plan, but will furnish guidance all along the way and look to agencies and resources in the Greater Peoria Area to assure "The Peoria Plan" complete success.

Frances L. Karlsteen
Illinois Association for the Crippled

+

Illinois Industry recognizes the great merit and possible benefits that will come to a community and its workers through the operation of "The Peoria Plan for Human Rehabilitation."

We shall be glad to cooperate with you in every way we can in this constructive effort.

Illinois Manufacturers' Association
James L. Donnelly
Executive Vice-President

Groups Included in "The Peoria Plan"

Altrusa Club
American Federation of Labor
American Legion
American Legion Auxiliary
American Red Cross
American War Dads
Army Mothers of America
Board of Health
Bradley Polytechnic Institute
Catholic Diocesan Chancery Office
Congress of Industrial Organization
County Supervisors
Council of School Clubs
Disabled American Veterans
Gold Star Mothers
Good Will Industries
Illinois State Rehabilitation Office
Kiwanis Club
Lions Club
Marine Corps League
Mayor and City Council Members
Mothers of Silver & Gold Wings Fliers of America
Navy Mothers' Club
Optimist Club
Order of Purple Heart
Peoria Advertising & Selling Club
Peoria Association of Commerce
Peoria Community Fund
Peoria County Farm Bureau
Peoria County Tuberculosis Association
Peoria Journal-Transcript
Peoria Junior Chamber of Commerce
Peoria Manufacturers' Assn.
Peoria Medical Society
Peoria Merchants Association
Peoria Ministerial Association
Peoria Municipal Tuberculosis Sanitarium
Peoria Navy Club
Peoria Star
Publix Great States Theatres, Inc.
Rotary Club
School Board
Selective Service Boards
United Spanish American War Veterans
United States Employment Service
Visiting Nurses' Association
WMBD Radio Station
War Manpower Commission (District)
Women's Civic Federation

Additional copies may be obtained by writing

"THE PEORIA PLAN"
415 Liberty St.
Peoria 2, Illinois

NOVEMBER 1, 1943

PRESS
EVANSVILLE - INDIANA
JULY 8 - 1943

Jobs They Can Do at Home Given Handicapped Persons

Evansville's first step toward utilization of home confined labor began this week when four handicapped persons started the job of sorting salvage material for the Modification Center. The project was arranged through Goodwill Industries, Ted Grob, executive secretary, and F. H. Nix, supervisor of material control at the Modification Center.

Persons now working on the project, all of whom are unable to leave their homes, are Mrs. Rachel E. Collier, 2462 West Maryland-st; Mrs. Myrtle Hines, 417 Goodsell-st; George Korressel, 1839 Glendale-av, and Mrs. Lillie Miller, 516 N. Third-st.

The salvage material includes nuts, bolts, screws, clamps, washers, and other small to medium size pieces which are swept up from the floor at Modification Center. Those pieces damaged beyond further use are sent away to be melted down and re-used, while usable material is returned to the nearest air base, in this case, Patterson Field, Dayton, O.

Handled Sorting

"We feel that the project is of mutual benefit, both to Modification Center and as rehabilitation work for these handicapped persons," commented R. Gilpin Ervin, Modification Center general manager. "The material has to be segregated before it is sent back, and we have been doing this work ourvelves."

"Adoption of this new method released 10 to 12 men for far more vital work," he declared. "It's a job that has to be done and I believe these people can do it satisfactorily."

Wiliam M. Wootton, president of the board of Goodwill Industries, said: "Personally, I feel that it is a worth while project and one which will offer a new source of labor to local industry now and after the war."

After the material is swept up at Modification Center, the dust blown out and it is collected in bins, Mr. Grob, of Goodwill Industries, calls for it. It is taken to Goodwill Industries, 18 Locust Street, where it is sorted according to type by Randolph Chittenden, 204 Eichel Street, who has been deaf and speechles since birth.

Has Collection Job

Mr. Grob then delivers the material to the homes of his workers and after it is sorted, he calls for it and sees that it is returned to Modification Center. The workers are listed as goodwill employes and are paid 30 cents for each pound of material they sort.

"Maybe I don't work so fast," said Mrs. Hines, 56, "but one of my boys, Orville, is in the Army and I don't want to make any mistakes. Someone might get hurt." Another son, Charles Richard, will leave for the Army soon.

Mrs. Hines, whose left leg was amputated to prevent spread of blood poisoning which developed when she stepped on a tack, has been bedfast for 19 months.

"I really feel that at last I'm doing something for the war effort and besides it occupies my mind," she said. "My husband helps me some in the evenings." Her material includes stainless steel and duraluminum screws, clovis pins, Reed and Prince screws and various bolts.

Mr. Koressel, a former carpenter whose left side has been paralyzed for three years, took about 20 pounds of washers to sort. He is only able to work several hours a day.

Touch Identification

"After a while," he said, "everything begins to look alike. The worst part is getting started, but now I can almost tell the washers apart by feel." The washers are made of aluminum, copper and aluminum alloy, with 15 different types in all.

"I'm glad to be doing some war work, and at the same time not putting anyone else out of a job," he added.

Mrs. Collier's entire family, her sons, Van and Mansford and her daughter, Mrs. Lester Schoening, with whom she lives, and her grandchildren, too, are taking an intense interest in her work of sorting nuts.

"I find the work interesting," Mrs. Collier said "and I certainly have plenty of 'helpers' around all the time. I can work five to six hours a day easily, though the work is a little tiring."

Castle nuts, clamps, fibre nuts, shear nuts, anchor nuts and Wittek clamps are included in the salvage

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Castle nuts, clamps, fibre nuts, shear nuts, anchor nuts and Witten clamps are included in the salvage material Mrs. Collier sorts. Although she can get around in a wheel chair, Mrs. Collier has been partially paralyzed since 1937.

Has Broken Leg

Mrs. Miller, who is doing general sorting of material which has been bent, sprung or damaged in some other way, has been confined to her home with a fractured leg for some months.

The project is one in which Mr. Grob and Goodwill Industries has been interested for some time. In making a preliminary survey of handicapped or home bound persons who are able to do some work each day in their homes, Mr. Grob found 154 persons willing and even begging for something to do.

Such persons include cardiac cases, certified by their physicians as able to work, spastics, paralytics, blind, and persons with only one leg or arm. Types of work which such persons can perform, Mr. Grob continued, are small assembly jobs, sorting, art work and several other jobs.

The survey was conducted in co-operation with Catholic Charities, Public Health Nursing Association and the Public Welfare Department.

Utilization of such labor follows precedents already established by Curtiss-Wright and Consolidated Aviation Companies, while the Ford Motor Company has long used handicapped persons in its River Rouge plant.

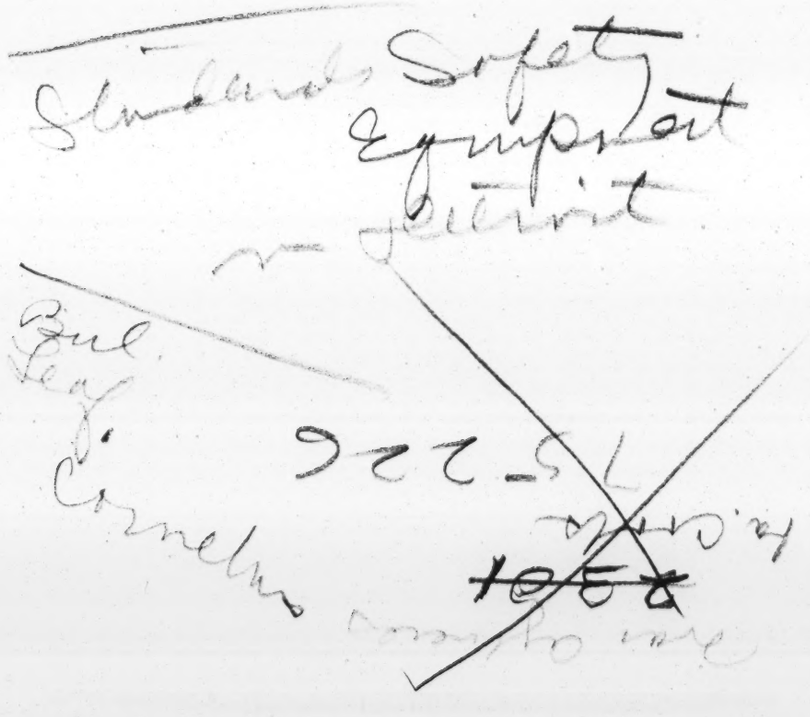
Goodwill Industries receives an annual grant of $5500 from the Community Chest Fund, with which the operating personnel are paid and building payments are kept up. Assistants at Goodwill Industries are handicapped persons.

SAFETY

See also HEALTH + SAFETY
STANDARDS FOR EMPLOYMENT OF WOMEN

American Stnd. Assn

Industl Clothing



DEPARTMENT OF LABOR

Pts of Inner Shirt.

1, Tabs not detachable
instead tapered by
made emf to
form rayon
width of lay will
vary with size
of garment
Spec 12-42

(~~about 16 ft~~

No. 204

GPO

DEPARTMENT OF LABOR

2, agreed O.K
to pocket
front thigh —
slanted —
not too close
to waist —
not have tools
too high — stick
into stomach
set-in pocket
not too far to
side — (as mens)

No. 204

GPO

DEPARTMENT OF LABOR

Supreme Court

No. 204

GPO

for Leisure Time
selected groups of

Nursing

by

Sister Anne Joseph Flood

A Dissertation Submitted to the Faculty
of the School of Nursing Education
of the Catholic University of America
in Partial Fulfillment of the
Requirements for the Degree
Master of Science in Nursing Education

DEPARTMENT OF LABOR
WASHINGTON, D. C.

arrangement for British

DEPARTMENT OF LABOR

Spread on factories
& recreational facilities
Undesirable

To increase enlistments
camps & military
appeal for physical
training & ~~games~~
sports

Where why long hours
places sold liquor and
evil ~~women~~ decided

GPO

DEPARTMENT OF LABOR

No. 204

GPO

DEPARTMENT OF LABOR

Transients not
admitted normal
hospital routine all
only to accommodation
in hospitals set up
under authority of
Health Emergency Program
Scheme

true assessment of
patient's ability to
pay is made by
hospital — refund
may be any payments
which he has to
make while in hospital

GPO

DEPARTMENT OF LABOR

In order to retain his body guard taken into service

In case of more servants than the normal number provided & required pursuant to ~~demand~~ regulations of the Congress may

No. 204

GPO

DEPARTMENT OF LABOR

No. 204

GPO

DEPARTMENT OF LABOR

No. 204

GPO

DEPARTMENT OF LABOR

Transport Lunch

Most night at reception hosted

Informal or amenities of districts -

Collected by Advice Bureau

Set any difficulties and at hospitals, Maternity

Public ~~meeting~~ Broadcast talks newspaper articles prep - & district.

No. 204 GPO

DEPARTMENT OF LABOR

to landladies ?
Letters

Public Campaign
to discourage
landladies raising
rents

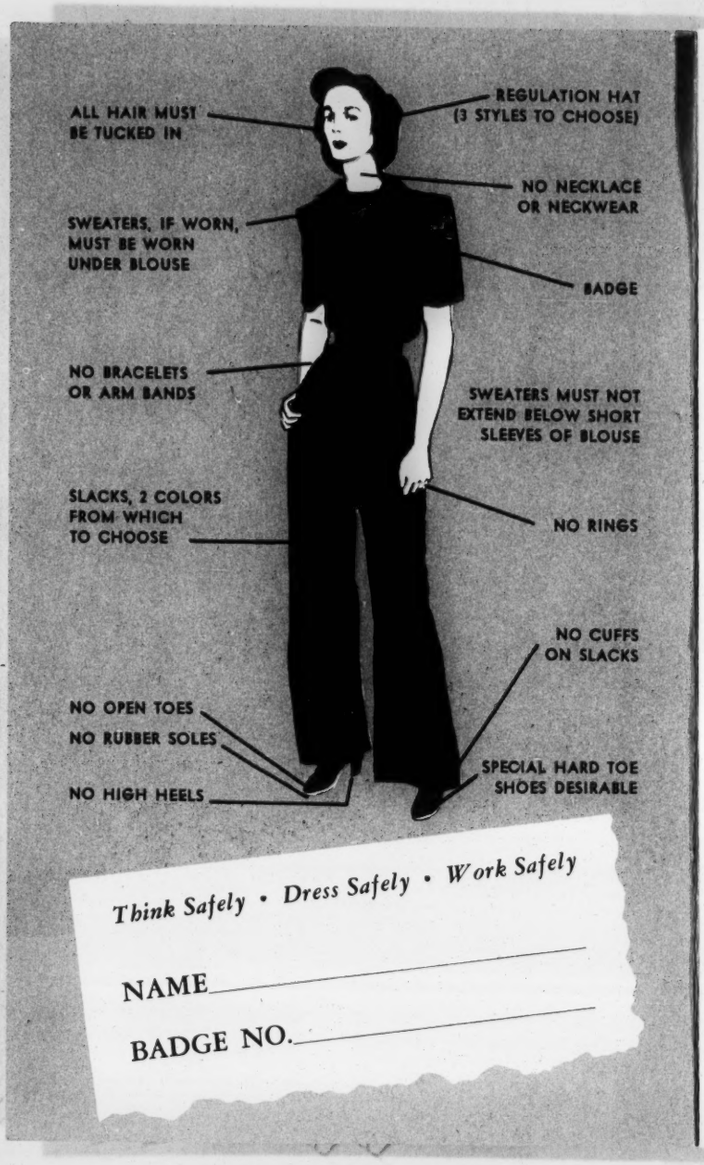
Good Restaurants
Cash & carry meals
Meals at
home by women in

DEPARTMENT OF LABOR

No. 204

GPO

Dress Regulations



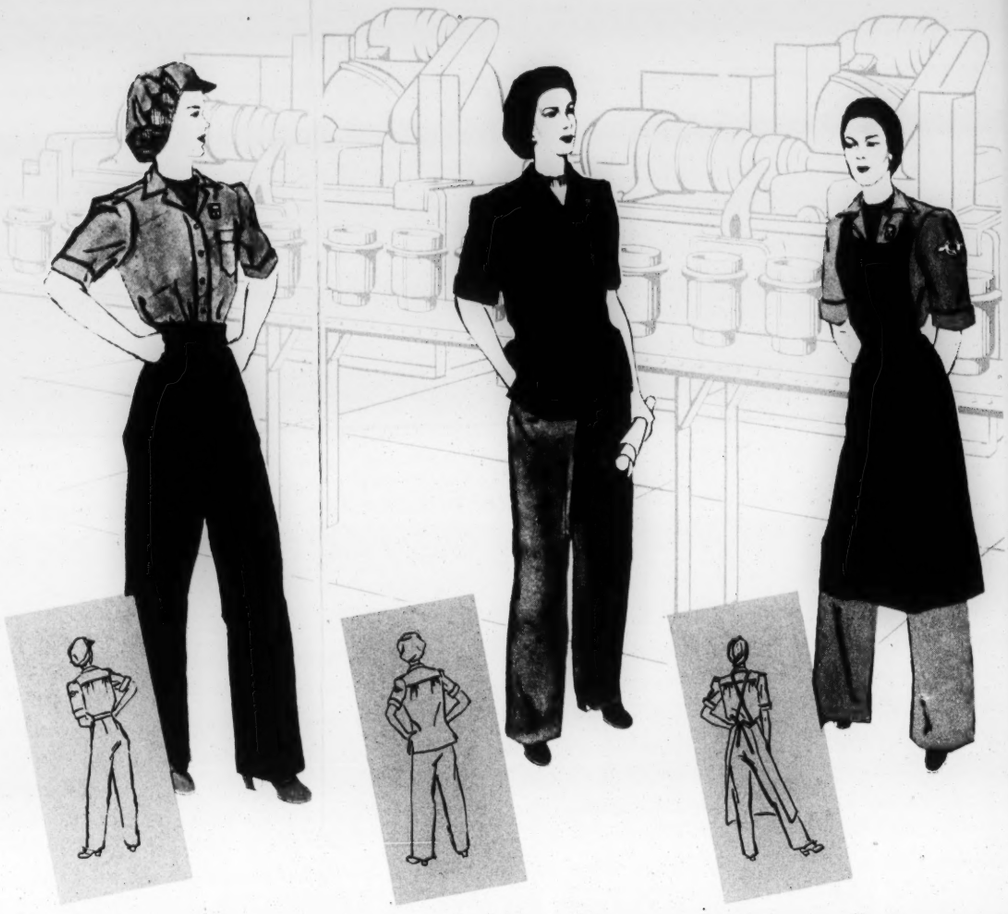
Work Apparel
for Your Safety

Women shop or production workers of Wright Aeronautical Corporation are required to wear work uniforms while on the job. This is necessary to insure *your* safety, since ordinary clothes constitute an accident hazard around machinery. Rings, bracelets, necklaces and other types of jewelry are equally dangerous as they are easily caught in high speed powerful machines. Employees *will not be allowed to work* unless they are wearing work garments that meet safety requirements. For your convenience we suggest that you use the regulation uniforms which may be purchased at cost from the company.

The Work Garment

Safety Requirements

All garments must be well tailored so seams and pockets do not bulge or gap. There should be no folds or pleats that can catch in the machinery. Slacks and jackets, overalls or coveralls are the required types of garments. Skirts and culottes *must not be worn* as they are too full around the body and are not safe. The trouser legs should have no cuffs. Blouses, shirts, or jackets must have short sleeves. It is suggested that there be no cuffs on the shirt



Regulation uniform with jacket tucked inside slacks.

Combination navy and light blue slacks and jacket.

Regulation uniform with matching protective apron.

sleeves, but if cuffs are used, they must be securely stitched down. Sweaters, if worn, must be worn under the blouse, shirt or jacket. The sweater sleeves cannot extend below the short sleeves of the blouse. A regular machine or bench apron is recommended for wear over these garments.

Colors

Darker colors are recommended because they are more practical. Garments of darker colors will not readily show the dirt. Dark blue, dark brown, or dark green are suggested.

Fabrics

For winter garments, cotton, twill, denim, or a well woven sheeting are serviceable materials. For summer wear, blouses or shirts of chambray, seersucker, percale, poplin, or broadcloth are suggested. Darker colors are also recommended for the summer fabrics. Spun rayon has proved to be not only uncomfortable to wear, but difficult to wash and iron. In selecting your garments, try to avoid the materials that shrink, as certain fabrics may be too small after laundering to be comfortable.

Garments Issued by
Wright Aeronautical Corporation

The Winter Uniform

This consists of slacks, jacket, apron and headwear, available in a choice of colors and materials. Uniforms can be had in either light blue or navy blue, twill or denim. Light blue slacks may be worn with navy jackets, or navy slacks with light blue jackets. The jacket may be worn either inside or outside the slacks. One complete uniform consisting of slacks, jacket, apron and cap will be supplied by the company to each new worker when she reports for work. In addition to this, each worker should have other garments that follow safety regulations. (See pages 2, 4, and 5). These may be purchased at the regular plant supply stores at a nominal cost.

The Summer Uniform

This consists of navy blue twill slacks and a lightweight blouse of thin cotton. The material is pinstriped and comes in a choice of three colors: blue and white, red and white, and green and white. Two summer-weight jackets will be supplied by the company to each new woman worker.

Treated rayon with mesh sides and back. Insignia on visor. Color: blue.

Durable navy blue twill with adjustable headband. Easily laundered.

Mesh wrap-around with buttons in front. Colors: navy, red, or light blue.

Headwear, *Safety Requirements*

The static electricity developed by the running machinery will attract hair which is not covered. This is one of the greatest dangers in working around a machine. *A cap absolutely must be worn at all times* so the hair will be confined. If hair is not completely covered at sides, back, and front, it may be caught in fast-moving machinery. A visor type of cap is strongly recommended on machine jobs because the visor serves as a warning if you get too near the moving machinery, and protects the wearer better than any other type of head covering. A woman will not be allowed to work on a machine unless she wears a cap.

Headwear Issued by Wright Aeronautical Corporation

The company issues one cap. There are three styles to choose from—the visor cap, the beret, and the Hollywood turban. The visor cap is made of treated rayon with closely woven mesh around both sides and back. This allows for ventilation. The eye shading visor bears the insignia of the company. The beret is made of navy blue twill, the same durable material used in the garments. It has an adjustable headband. This style, like others, is designed to cover all the hair in conformity with regulations. The turban is a closely woven mesh wrap-around and buttons in the front. It is available in your own choice of navy, red, or light blue at the plant supply stores at nominal cost.

Shoes, *Safety Requirements*

Shoes must be sensibly styled with either low or cuban heels. Rubber soles or heels should not be worn since rubber slips easily on shop floors because of oil. Open toed or open heeled shoes are not permitted because they afford no protection from metal chips or splinters. Shoe laces should not be too long. It is suggested safety shoes be purchased in order to guard against injury from falling objects.

Jewelry, *Safety Requirements*

Jewelry is dangerous around machinery. Necklaces or neckwear, rings, bracelets or arm bands should not be worn.

Care of Uniforms

NEATNESS

Neatness is one sign of a good worker, whether you are keeping house or helping to keep America's industry humming. Here are a few hints on the proper care of your uniform:

For best cleaning results, use lukewarm water and a good soap.
If your uniform is oily or greasy, soak in a cleansing fluid and then wash out with lukewarm water and soap.
Your uniforms will last much longer if you alternate wearing them every few days.
A small rip or tear left unmended will become a large one—will ruin an otherwise good uniform.

FREQUENT WASHING

SHORT SLEEVE SWEATERS

Uniforms have been designed for year-round temperatures. In very cold weather it is suggested that heavier undergarments be worn. If sweaters are worn, they must be worn under the jacket. Sweater sleeves should not come below the elbow.

Source of Supply

In addition to the garments issued to each employee when she reports to work, she should have several uniforms which may be purchased in the plant where she works. The garments and headwear will be sold at cost and on a cash basis only, at the following places:

Plant 1—Employee's Tool Store—Basement
Plant 2—Cashier's Office—North Mezzanine
Plant 3—Cashier's Office—2nd Floor Front
Plant 4 (North)—Cashier's Office—Main Lobby
Plant 4 (South)—Cashier's Office—North Mezzanine
Plant 7—Employee's Tool Store—Personnel Building

A schedule of hours posted at the Cashier's window will indicate when the garments may be obtained.

WRIGHT AIRCRAFT ENGINES

Source of Information: Women's Bureau, U.S.Dept. of Labor

MANUFACTURERS OF WOMEN'S WORK CLOTHING

(May also be designers and retail sales of uniforms, overalls, coveralls, slacks, waists, undies, etc)

Ambassador Co.
1372 Broadway N.Y.C.
(Manufactures water repellent work clothes)

American Maid
1350 Broadway, N.Y.C.

American Optical Co.
Southbridge Co.
(Manufactures suits for welders of leather)

Angelica Jacket Co.
107 N. 48th St.
N.Y.C.
(Makes "Plantewear" for women. Clothing is used by Monsanto Chemical Co. Mrs. Loretta Woushey, Director of the employee Opinion Research Section designed these garments. Also used at the Springfield, Mass. Plastics Plant)

Atlantic Garment Co.
1350 Broadway

Art-Mor Togs, Inc.
142 W. 36th St.
N.Y.C.
(Work clothes, also hats)

Baron-Abramson
Boston, Mass.

Boyer-Campbell
6540 St. Antoine St.
Detroit, Mich.
(Jackets of leather, leather overalls, hair nets, caps)

Branigan ,Green & Co.
71 West 35th St.
N.Y.C. & Baltimore, Md.
(Makes uniforms, used in Glenn Martin Aircraft Plant)

Betty Brooks Co.
Huntington Park, California.

Brown Durrell Co
104 Kingston Ave.
Boston, Mass.

Bureau of Home Economics
Dept. of Agriculture
Washington, D.C. (Designers only of clothing for home and farm workers)

Caudle-Patterson Mfg. Co.
10009 S. Broadway
Los Angeles, California.

Celanese Corporation of America
180 Madison Ave., N.Y.C.
(Mfrs. of uniforms designed by Miss Bonnie Cashin with cooperation of RCA officials for employees of RCA, Harrison, N.J.)

Cluett-Peabody (Mfrs. clothing used by many industries)
(SANFORIZED)
40 North St. N.Y.C.

W.R.Derling
127 E. 9th St.
Los Angeles, California

Harney Davis & Co., Inc.
64 E 36th St., N.Y.C.

Davis & Catterall (clothing for women
40 North St., N.Y.C. workers)

Donnelly Garment Sales Corp.
1826 Walnut St., Kansas City, Mo.
and
350 Fifth Ave., N.Y.C.
(Many firms using these garments)

Luti-Luds
Lynchburg, Virginia
(Uniforms and safety suits)

M.R.Fleishman
62 West First St.
San Francisco, Calif.

Geiger, Louis, Inc.
1384 Broadway , N.Y.C.

Graff Mfg. Co.
1240 S. Main St.
Los Angeles Calif.

Hannes Schneider Sports
43 W. 36th St.
N.Y.C.

Hillman Garment Co.,Inc.
201 N. Water St.
Milwaukee, Wisc.
sc
Hirsch-Weis Mfg.
1410 Broadway, N.Y.C.

Industrial Rayon Corporation
500 Fifth Avenue, N.Y.C.
(Spun-Lo undies)

Fred Jessar
4041 Denckla Bldg.
Phila. Pa.
(Safety garments for women welders)

Kember & Masket
498 7th Ave., N.Y.C.

Kordsy Sportswear
991 6th Ave., N.Y.C.

Kuttner LeCorte & Co.
1350 Broadway, N.Y.C.
(Slack suits and shirts)

Lee Knitwear, Inc.
1410 Broadway, N.Y.C.

Lee Sportswear
1350 Broadway, N.Y.C.

Livingston-Bronstein
1410 Broadway, N.Y.C.
(Shirts)

Malley Mfg. Co.
Hartford, Conn. and
1350 Broadway, NLY.C.

Mary Dean Mfg. Co., Inc.
210 West 8th St.
Kansas City, Mo.

Vera Maxwell, designer
Max Milstein
230 W. 39th St., N.Y.C.
(Miss Maxwell took the thirty-one specifications of Sperry girls and put them into a sneppy coverall. Lilly Dache designed a hat as compa(nion)

Mayflower Dress Co.
1350 Broadway, N.Y.C.

Morton Mfg. Co.
1350 Broadway, N.Y.C.
(Mfg. of coveralls used by American Can Co., Ames Baldwin, Bendix Products E.I.duPont General Asbestos & Rubber)

Peggy Lou, Inc.
860 S. Los Angeles, Calif.

J.C.Penny Co.

Premiere Garment Co.
1240 S. Main St.
Los Angeles, Calif.
(Work clothing used by Douglass, Lockheed, Consolidated, Vegas, Vultee, North American, Goodyear, Allis-Chalmers & Boeing.)

Princess Togs
19 W. 21st St., N.Y.C.

Ramsey Sportswear Co, Inc.
1333 Broadway, N.Y.C.

Rhea Mfg. Co.
1983 S. Allis St.
Milwaukee, Wisc. and 1350 Broadway, N.Y.C.

Rice-Stix
St. Louis, Mo.

M.C.Schrank Co.
152 Madison Ave.
N.Y.C.
(Designer and Mfr. of Koverall)

Robert L. Schwartz
11 E. 26th St. & 1350 Broadway, N.Y.C.
(Overalls, coveralls, slacks)

Max Shevitz Garment Co.
309 E. 8th St.
Los Angeles, Calif.

Sports Fashion
843 Santee St. Los Angeles, Calif.

Star Overall & Uniform Mfg. Co.
143 Ingraham St., Brooklyn, N.Y.

Sterling Sportswear
127 E. Ninth St., Los Angeles, Calif.

Sterling Company
212 W. Monroe St., Chicago, Ill.

Sterling Value Co.
Washington Bridge Station, N.Y.C.
(Smocks)

Strathmore Sportswear
1350 Broadway
New York City

Sun Cay Wash Frocks
587 Broadway and
1350 Broadway, N.Y.C.

Susquehanna Waist Co.
1350 Broadway, N.Y.C.
(Shirts and blouses)

Sears Roebuck & Co.
Chicago, Ill.

Viking Apparell Mfg. Co.
711 W. Lake St.
Chicago, Ill.

F. H. Wheeler Mfg. Co. (Jackets, slacks, aprons, gloves
224 W. Huron St. also in leather)
Chicago, Ill.

Mme Zmaida Designer & Mfr.
MIC-MAC, Inc.
N.Y.C.

In the photographic files of the U. S. Women's Bureau are pictures of various firms in various industries showing uniforms worn by the women workers. Some are good, measuring up to approved standards and some are not so good. The following is a list of some of the firms: (Mfrs. not given)

Watertown Arsenal
La Guardia Field
Bell Aircraft
Carnegie-Illinois Steel
Naval Aircraft Factory-Phila.
N.A.Woodworth-Ferndale, Mich.
Brooklyn Field-Donnely Garment Co.
Curtiss-Wright Corp.
Hudson Motor Car Co.
Aberdeen Provind Ground
Packard Aircraft
Pan American Airways
Penna. R.R.
Transcontinental Western Air Lines
Springfield Armory
Republic Steel
International Harvester, Chicago.
Champion Paper & Fibre Co.
Continental Machine, Inc. Minneapolis.
Elizabeth Hawes of fashion fame designs uniforms for Red Cross Workers
N.Y.A. designs.

Manufacturers of Safety Hats and Caps and Miscel.

HATS

M. Paul Hats
122 Gold St.
Worchester, Mass.

Ad. Reinsberg
1107 Broadway, N.Y.

Midwest Cap Mfg. Co.
120 N. 4th St.
Minneapolis, Minn.

Viking Apparell Mfg. Co.
711 W. Lake St.
Chicago, Ill.

B. F. McDonald
1248 S. Hope St.
Los Angeles, Calif.

MISCELLANEOUS

Resistoflex Corp
Belleville, N.J. (Gloves)

Industrial Products Co.
Dept. IM (Safety nets for hair)
2820 4th St.
Phila. Pa.

Lilly Dache' Headwear
Mine Safety Appliance Co. (Caps)
Braddock, Thomas & Meade Sts.
Pittsburgh, Pa.

Pulmosan Safety Equip. Co.
Dept. OH
176 West Johnson St.
Brooklyn, N.Y.

Brown Shoe Co.
St. Louis, Mo.

Lehigh Shoe Co.
Allentown, Pa.

Boyer Campbell Co.
6540 St. Antoine St.
Detroit, Mich.

International Shoe Co.
300 W. Adams St.
Chicago, Ill.

T.J.Maloney
122 E. 42nd St. (oil proof aprons)
N.Y.C.

Standard Safety Equip. Co.
232 W. Ontario St.
Chicago, Ill.

Date ?

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

COMMENTS ON SAFETY CLOTHING FOR WOMEN

Safety clothing of various types has saved many thousands of workers from permanent crippling, disfigurement, or blindness. It has saved time lost from work and weeks of pain and illness.

No jewelry of any type has a place in the factory.

I. Head

Caps: Women's hair considered great hazard in their employment on machinery. "It is possible for the electrical attraction in moving machinery to draw free hair into the machine (as a brush draws the hair after brushing), with very terrible results. For this reason a net should be worn or the hair should be cut short.

"After years of experiment a company employing many women at work with revolving machines, and some in dusty operations, has decided on a uniform head covering, attractive in appearance as well as efficient in protection.

Two problems are present--confining the loose hair and preventing the possibility of revolving machinery catching in the hat and then in the hair. The distinctive features of the cap decided on are its height (the top does not touch the girl's hair) and its stiffness (it will not catch in revolving machinery). The head size is not small, so the hat would be thrown off if a girl did strike a piece of machinery. One girl, after wearing it at her machine operation for several days, remarked that she never before had realized how close she was working to her machine. The touch of the cap warned her she was too close."

Goggles: Accidental eye losses cost industry about 50 million dollars a year. In New York alone almost 2,000 workers a year suffer eye injuries severe enough to make them eligible for compensation benefits. The most frequent cause is flying bodies. Other causes are tools or machine parts and splashing liquids.

At least one large manufacturing concern requires goggles on every job, and visitors must put them on before entering the plant. This company saved itself $116,000 in 2 years by this requirement. More important it saved at least 100 eyes in a period of 10 years.

Goggles: (cont.) Among the jobs where goggles should be used are upholstering and sewing-machine and grinding operations. Goggles have saved more than one eye from broken needles in sewing operations."

Hoods: Hazards requiring use of hoods and type may be found on pp. 10 and 11, Women's Bureau Special Bulletin No. 3. Attached -

II. Body

Dress: Material that is lightly starched is said to be more resistant to fire than are fabrics without starch, ~~and cellulose fabrics are more inflammable than cotton~~.

Moving machinery: when at or near such machinery women should wear no loose sleeves, full skirts, ties or frills to catch in moving parts. Slacks and sleeves should be made without cuffs. Long sleeves should not be rolled up. It is best to have no outside pockets. When women do stand-up jobs near moving machinery slim-cut ankle length trousers are advisable.

Airplane repairs: Women should wear slacks and blouses with short cuffless sleeves, or short-sleeved coveralls to give freedom of movement without danger of catching on protruding equipment.

Poison hazards: A special dress for work is necessary, too, where there is dust or other soiling agent. Protecting the street clothes of men and women working with chlorinated naphthalene in the manufacture of insulated wires and electrical condensers was found essential to prevent cases of serious skin eruptions to young children and other members of the workers' families. Uniforms highly starched prevented absorption of the poison. In case of any poisonous dusts, exposure time is doubled by carrying the poison around on street clothes.

With some materials skin contact is known to be a more important cause of poisoning than respiration or digestive contact. Street clothes must never be contaminated by such materials.

III. Hands

Gloves: Used more than any other single item of protective clothing. Some State reports say approximately half of all occupational injuries to women affect hands and fingers.

Assembly work often requires gloves in handling sharp or rough objects. Adhesive tape around fingers not an effective substitute.

Handling sharp particles requires hand protectors such as goatskin as protection against chips.

Gloves needed in inspection of tin plate.

Skin diseases may result from wearing of gloves that become saturated with harmful substances. Gloves should be worn so as to protect the wrists.
Other hand covering: Gloves should not be worn around moving machinery such as punch presses, lathes, drills etc. Creams and varnishes are substitute protection.

IV . Feet

General recommendations require that shoes be well-fitting with low heels. Falls are a major cause of women's injuries in industry.
Sandals and open toes are not regarded as suitable factory clothing and may result in great injury.
Safety shoes are required in some occupations specially where there may be a dropping of heavy material.
Women who work where explosives are manufactured or handled must wear shoes with sewed or wooden-pegged soles and heels with copper nails.

V . Jobs requiring special kinds of work clothing. (See pp 10 and 11 - Special Bulletin No. 3, Women's Bureau)

V I. Cosmetics: (See copy of N.Y.Times article attached. British Experience)

Source of material: Safety Clothing for Women in Industry — attached
Women's Bureau, U. S. Department of Labor

SAFETY SHOES

7. Iron Age Safety Shoes.
H. Childs and Co. Inc.
813 Penn Avenue, Pittsburgh, Penna.

Stock No. 602. A, B, C, and D widths $4.00
Brown, low heel oxford, leather plus outsole. Steel box toe, steel arch and rubber toplift.

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2. Thom McAn Safety Shoes
25 West 43rd Street
New York City, N. Y.

Stock No. SFW2 $4.45
Brown flat heel oxford. Oil resistant sole and heel.

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3. Thom McAn

Stock No. GA-199 $3.95
Black oxford. All round work shoe.

(Not a safety shoe.)

1.	Mine Safety Appliances Co. Braddock, Thomas and Meade Sts. Pittsburgh, Pa.	Cat. No. CJ-33030 Prices variable-write to Co.
2.	Mic-Mac, Inc. 15 West 38th St. N.Y.City, N.Y.	Prices not quoted on turban Plastic helmet - Clear $13.20 doz. " Glazed $13.80 doz. Green $15.00 doz.
3.	Viking Apparel Co. 711 West Lake St. Chicago, Ill.	45¢ each
4.	Benjamin Jonap 12811 Superior Ave. Cleveland, Ohio	Prices variable - write Co.
5.	Ogus, Rabinovich and Ogus, Inc. 2 Park Ave. New York, N.Y.	100-500 60¢ 500-5000 55¢ 5000 & up 52¢
6.	Ogus, Rabinovich and Ogus, Inc. 2 Park Ave. New York, N.Y.	100-500 50¢ 500-5000 45¢ 5000 & up 40¢
7.	Ad. Heinsberg Co. 241 W. Van Buren St. Chicago, Ill.	$8.50 doz.
8.	Koronet Hair Guard Co. 219 West Chicago Ave. Chicago, Ill.	75¢ each $1.00 each with ear protectors
9.	M. Paul Co. Worcester, Mass.	Prices variable-write to Co.
10.	Chic-Maid Hat Mfg. Co. 267 Guilford St. Buffalo, N.Y.	$12.00 doz.
11.	Allis Chalmers Mfg. Co. Milwaukee, Misc.	Made especially for this Co. Not for sale by them.
12.	Klear-Vu Products Co. 133 Monroe St. Newark, N.J.	50¢ each 500 or more - 5% discount 1000 or more - 10% discount

Date ?

POINTS ON SAFETY CLOTHING AND PROTECTIVE DEVICES FOR WOMEN

A. Dress -

I. Types that are satisfactory according to occupation -

1. For example: Occupations involving moving machinery -

a. Two-piece slack outfit.
b. One-piece coverall with a drop seat.
c. Overall with short sleeved blouse,
a, b, and c should be well-fitting with short sleeves and cuffless.
Pockets so placed they cannot catch in machine.
Of washable, durable material.

Plants - International Harvester, Chicago & Milwaukee
Curtiss - Wright Propellor, New Jersey
Vultee-Aircraft, California.
Carnegie-Illinois Steel, Pittsburgh, Pa.
General Electric, Schenectady, New York.

II. Types that are unsatisfactory -

Slacks or sleeves that are too long and have to be rolled up.
Full skirts.
Flowing sleeves.
Garments that are too tight across shoulders.
Sweaters - especially loose knit ones that catch too easily in machinery.

B. Caps

I. Types that are satisfactory -

1. Around moving machinery, such as drill presses, milling machines, boring machines and in welding processes, etc.

a. A peaked net cap that encloses all the hair and stands up from the head.

Plants - International Harvester Company, Chicago
Springfield Armory, Springfield, Massachusetts.
Curtiss Propeller Division, New Jersey

2. Where dust may be harmful a turban type or beret type cap is desirable.

Plants - Leder Bros. Soap Co.
Pittsburgh Plate Glass Co.

II. Types not satisfactory -

1. Caps that do not cover the hair completely.

Plants - North American Aviation, Dallas, Texas.

2. A cap of satisfactory type that may be inadequate because the wearer leaves too much loose hair outside the cap.

C. Shoes

I. Types that are satisfactory in jobs where heavy material is handled

A safe toe shoe (inner toe covering of steel or plastic)

2. Types satisfactory for general factory work.

A low-heeled, well fitting oxford with good sole.

3. Types satisfactory for work with explosives.

A special powder shoe with sewed sole, wood pegged heel, not metal eyelets or tips on laces.

Plants - Hercules Powder Co., New Jersey

II. Types not satisfactory -

A shoe with open toes.
A shoe with worn soles.
A shoe with high or run-down heels.

D. Goggles

1. Approved welding goggles should be provided and worn for welding processes.

Plants - Vultee Aircraft , California
Curtiss Propeller, New Jersey
Consolidated Aircraft
Montgomery Metal Spinning Works, Tulsa, Oklahoma

2. Goggles should always be worn on dry grinding operations.

Plants - Curtiss Propeller Co., New Jersey.

E. Welding Hoods

1. ill prevent flashed eyes (type of burns from ultra-violet rays) on welding jobs.

Plants - ConsolidatedAircraft
Curtiss Propeller

F. Aprons

1. Leather or other heavy duty material aprons should be worn where sharp material may be pressed against the body.

Plants - Pittsburgh Plate Glass
Carnegie-Illinois Steel

2. Aprons should be worn to protect clothing from oils, paints, etc.

Plants - North American Aviation
Curtiss-Wright Corp. N. J.

G. Gloves

(Gloves may not be worn around moving machinery.)

1. Heavy gloves are required in handling sharp metal (tinplate inspection)

Plants - Carnegie-Illinois Steel (tinplate inspection)
Dodge Co. (assembling electrical instruments)
General Electric, Schenectady, New York.

2. Gloves of impervious material for women handling material likely to cause dermatitis.

H. Respirators

Respirators should never be required for continued wear, but may be a necessity for short periods in jobs such as welding, spray painting, etc., where adequate exhaust systems are not provided.

1. Respirators must suit the particular needs of the job. Correct ones are approved by the Bureau of Mines. (U. S.)

Plants - Curtiss Propeller Division, Caldwell, N.J.
Vultee Aircraft.

I. Jewelry should never be worn in a factory

J. Cosmetics (see attached clipping)

N O T I C E

An agreement has been reached between Management and the Union regarding work clothes for women shop employees. The Management shall within one week from April 5, 1943, make a survey of all shop jobs to determine which jobs require safety clothing. The Management will also proceed to purchase standard two-piece work clothes with a choice of two styles and in two colors. These clothes will be of cotton twill, sanforized and with the best available dye.

It is estimated that it will require three months to secure these outfits in sufficient quantity to supply all employees. When received, the Management will supply one outfit free to all employees and sell additional outfits at cost, which are to be worn by all women employees while working.

Until the standard work clothes are received, employees on jobs requiring safety clothing will wear safety garments and other employees will be permitted to dress in accordance with attached regulations as soon as the job survey is completed. Present rules shall prevail while the survey is being made.

Any questions arising in connection with these regulations shall be taken up with Mrs. Snyder of the Personnel Department and a representative designated by the Union.

CHANCE VOUGHT AIRCRAFT DIVISION

Approved: Personnel Dept.
Post: April 3, 1943
Remove: April 19, 1943

Work Clothing

NOTICE

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CHANCE VOUGHT AIRCRAFT DIVISION

Approved: Personnel Dept.
Post: April 3, 1943
Remove: April 19, 1943

~~Schneider~~
Nyemaker

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CHANCE VOUGHT AIRCRAFT DIVISION

Approved: Personnel Dept.
Post: April 3, 1943
Remove: April 19, 1943

TITLE 32—NATIONAL DEFENSE

Chapter IX—War Production Board

Subchapter B—Division of Industry Operations

PART 1166—FEMININE APPAREL FOR OUTER WEAR AND CERTAIN OTHER GARMENTS

[General Limitation Order L–85[1] as Amended]

The fulfillment of requirements for the defense of the United States has created a shortage in the supply of wool, silk, rayon, cotton, nylon, linen and other materials for defense, for private account and for export; and the following order is deemed necessary and appropriate in the public interest and to promote the national defense:

§ 1166.1 *General Limitation Order L–85—(a) Applicability of Priorities Regulation No. 1.* This order and all transactions affected thereby are subject to the provisions of Priorities Regulation No. 1 (Part 944), as amended from time to time, except to the extent that any provision hereof may be inconsistent therewith, in which case the provisions of this order shall govern.

(b) *Additional definitions.* For the purposes of this order:

(1) "Feminine apparel" means:

(i) Outer wear for both sexes in infants' and toddlers' ranges 1 to 4.

(ii) Outer wear for both sexes in children's range sizes 2 to 6x.

(iii) All outer wear for misses, juniors and women.

(2) "Put into process" means the first cutting of cloth in the manufacture of any feminine apparel for sale, resale, or on commission, including but without being limited to the following: manufacturers to the trade, tailors, furriers, custom dressmakers, retailers and home dressmakers.

(3) "Wool cloth" means any cloth containing any percentage of new wool, reprocessed wool, or reused wool.

(4) "Coat" means any outer garment, made of cloth, usually worn over other outer apparel and shall include a cape and a topper, but shall not include a jacket.

(5) "Suit" means any garment consisting of a separate jacket and separate skirt of either matching or contrasting material to be sold at a unit price.

(6) "Two piece dress" means any garment consisting of a separate skirt and a top or jacket made to be sold together as one garment and at a unit price.

(7) "Daytime dress" means any dress other than an evening dress.

(8) "Evening dress" means a dress of floor or ankle length made for formal or semi-formal wear.

(9) "Skirt for evening wear" means a skirt of floor or ankle length made for formal or semi-formal wear.

(10) "Jacket" means a short coat of the type usually worn with a skirt or slacks or over other apparel, or used as a riding coat with riding breeches, jodhpurs, or a similar garment.

(11) "Legging set" means a combination of a coat and leggings or pants, of the type known as a "double duty outfit".

(12) "Snow suit" means a combination of a jacket and leggings or pants made for outdoor wear.

(13) "French cuff" means a cuff over a cuff, or a double cuff.

(14) "French facing" means a facing extending to the arm hole or beyond.

(15) "Topper" means a short box coat of not less than 30 inches in length.

(16) "Unlined" means, as applied to coats, toppers or jackets, without linings other than a shallow yoke lining and sleeve lining.

(17) "Patch pocket" means a pocket made by superimposing a patch of cloth upon the body cloth of a garment.

(18) "Sweep" means the maximum circumference of a garment.

(19) "Measurements"—unless otherwise stated, particular measurements set forth in this order shall refer to finished measurements after all manufacturing operations have been completed and the garment is ready for shipment, as follows:

(i) All measurements for length of daytime dresses, coats, and jackets are to be from the nape of the neck to bottom of finished garment. No skirt of a two-piece dress shall exceed its maximum specified length at any point in its circumference and no skirt of a one-piece dress shall exceed its maximum specified length by more than one-half inch at any point in its circumference.

(ii) All measurements for length of separate skirts and suit skirts for all sizes and ranges are to be from the top of the waistband at center back to the bottom of finished garment. No skirt shall exceed its maximum length at any point in its circumference.

(iii) All measurements for evening dresses are to be taken from the center of the hollow of the neck to the end of the finished garment in front. No evening dress shall exceed its maximum specified length by more than two inches at any point in its circumference.

(iv) All measurements for sleeve circumference are to be made at bottom of finished sleeve or at part attached to cuff.

(20) All weights of wool cloth in ounces are based on the standard yards of women's wear woolen or worsted fabrics approximately 54" in width.

(21) Unless otherwise expressly defined, all trade terms shall have their usual and customary trade meanings.

(c) *General provisions with respect to finished garments.* Except as provided in paragraph (m) (1), the prohibitions and restrictions of this order shall not apply to articles of feminine apparel, the cloth for which was put into process prior to:

(1) April 9th, 1942 for wool cloth garments.

(2) April 9th, 1942 for fall and winter garments.

(3) June 19th, 1942 for summer garments, or to articles of feminine apparel in existence on that date, or to second-hand articles of feminine apparel.

(d) *General exceptions.* The prohibitions and restrictions of this order shall not apply to:

(1) Infants' and toddlers' apparel:

(i) Made of silk, rayon, cotton, linen and mixtures thereof in sizes 1 to 4.

(ii) Made of wool cloth in sizes 1 to 2.

(iii) Made of wool cloth in sizes 3 and 4, except that the provisions of paragraph (i) (2) shall apply.

(2) Bridal gowns.

(3) Maternity dresses.

(4) Feminine apparel for persons of heights of 5 feet 8½ inches or over, without shoes, of abnormal size, or with physical deformities, but only to the extent that it is necessary to use in such clothing additional material for proportionate length, sweep, and width.

(5) Burial gowns.

(6) Robes and vestments as required by the rules of religious orders and sects and the judiciary.

(7) Historical costumes for theatrical productions: *Provided, however,* That no feminine apparel manufactured or sold pursuant to this paragraph shall be used for any purpose other than those for which it was so manufactured or sold, unless altered to conform to the provisions of this order applicable to such other use.

[1] 7 F. R. 2722, 2942, 3771, 3898.

(8) Feminine apparel manufactured for or sold to the Army or Navy of the United States, the United States Maritime Commission, the Panama Canal, the Coast and Geodetic Survey, the Coast Guard, the Civil Aeronautics Authority, the National Advisory Commission for Aeronautics, War Shipping Board or the Office of Scientific Research.

(9) Feminine apparel manufactured in foreign countries and imported and received in customs in the United States prior to June 1, 1942.

(10) Uniforms for commissioned officers of the United States Army and Navy or the United States Public Health Service.

(e) *General restrictions on manufacture and sale of all feminine apparel.* (1) No person shall put into process any cloth for the manufacture of, or sell or deliver, any feminine apparel:

(i) With French cuffs on sleeves.

(ii) With double material back yokes except:

(*a*) Knitted fabrics with double material back yokes the under parts of which are not made of wool cloth.

(*b*) In nurses' uniforms.

(iii) With balloon, dolman or leg-of-mutton sleeves.

(iv) Made of fabrics which have been reduced from normal width or length by tucking, pleating, or shirring, except:

(*a*) Feminine apparel made of fabric so reduced by air-tucking by not more than 10%.

(*b*) Skirts, the fabrics of which before being so reduced did not exceed the maximum measurements for sweep of such skirts herein prescribed.

(*c*) Feminine apparel with only minor trimmings of such fabrics.

(v) With inside pockets of wool cloth.

(vi) With patch pockets of wool cloth on a lined wool garment.

(vii) With pocket flaps on any patch pockets on a wool cloth garment.

(viii) With interlinings containing any virgin wool, or reprocessed, or reused wool of commercially spinnable length made from cloth woven on or after April 9, 1942.

(ix) With French facings.

(x) With a vestee or dickey of wool cloth.

(xi) With a lining known as a bodice attached to any skirt.

(xii) Made of wool cloth with a wool cloth lining.

(2) No person shall sell or deliver more than two articles of feminine apparel at a unit price, or any articles of feminine apparel at a unit price which cannot be purchased from the manufacturer thereof at a unit price.

(3) No person shall change any manufactured size marking to denote a different size or a different size range.

(f) *Curtailment on coats and raincoats*—(1) *Cloth coats and raincoats.* No person shall sell or deliver, or put any cloth into process for the manufacture for sale and delivery of any women's, misses', or junior misses' cloth coat or raincoat:

(i) With an attached cape, hood, muff, scarf, bag, or hat, or with a separate cape, hood, muff, scarf, bag, skirt, slack, or hat, at a unit price.

(ii) Exceeding the measurements for length and sweep prescribed in Schedule A attached hereto.

(iii) With a belt wider than 2 inches.

(iv) With sleeves:

(*a*) Cut on the bias of a plaid material, except a set in sleeve.

(*b*) With wool cloth cuffs.

(*c*) With inside facings exceeding 2 inches.

(v) For evening wear made of or lined with wool cloth.

(vi) With wool cloth lining under any fur trimmings, unless such wool lining is an integral part of the body of the coat.

(2) *Fur coats.* No person shall sell or deliver, or put any cloth into process for the manufacture of for sale or delivery of, any fur coat with a cloth lining exceeding in sweep 64 inches for a box coat, or 74 inches for a fitted coat, for a size 16, the maximum measurements for sweep of other sizes to be 2 inches more for each full larger size and 2 inches less for each full smaller size; or exceeding in length the measurements prescribed for lengths of cloth coats of the same type in Schedule A attached hereto.

(g) *Curtailment on women's, misses' and junior misses' dresses.* No person shall sell or deliver, or put any cloth into process for the manufacture for sale or delivery of, any:

(1) Daytime dress:

(i) Of one or two pieces, with an attached bolero, hood, cape, shawl, or scarf, or with a separate jacket, coat, cape, bolero, hood, shawl, scarf, or vest, at a unit price.

(ii) Of two pieces, with a jacket or top exceeding in length the measurements prescribed therefor in Schedule B attached hereto.

(iii) With a petticoat, overskirt or apron.

(iv) With a belt or sash exceeding 2 inches in width.

(v) With long sleeves with wool cuffs.

(vi) With a hem exceeding 2 inches in width.

(vii) Made of wool cloth weighing 9 ounces or less, or material other than wool cloth exceeding in length or sweep the measurements prescribed therefor in Schedule C attached hereto.

(viii) Made of wool cloth weighing more than 9 ounces exceeding in length the measurements prescribed therefore in Schedule C attached hereto, or in sweep the measurements prescribed therefor in Schedule E attached hereto.

(ix) With three quarters or full length sleeves exceeding in circumference the measurements prescribed therefor in Schedule C attached hereto.

(2) Evening dresses:

(i) With an attached jacket, shawl, fichu, cape, bolero, scarf, or hood, or with a separate bolero, jacket, shawl, fichu, cape, scarf, hood, or handkerchief at a unit price.

(ii) Of two pieces, with a jacket or top exceeding in length the measurements prescribed therefor in Schedule B attached hereto.

(iii) Made of non-transparent material (including velvet) and exceeding in sweep or length the measurements prescribed therefor in Schedule D attached hereto.

(iv) With an overskirt or an apron.

(v) With a belt or sash exceeding 2 inches in width.

(vi) With three-quarters or full length sleeves exceeding in circumference the measurements prescribed therefor in Schedule C attached hereto.

(vii) With a hem exceeding 2 inches in width.

(viii) Made of non-transparent material (including velvet) with an attached slip, or a separate slip at a unit price.

(ix) Made of wool cloth.

(h) *Curtailment on women's, misses' and junior misses' suits, jackets, skirts, culottes, blouses, slacks and playclothes.* No person shall sell or deliver, or put any cloth into process for the manufacture for sale and delivery of, any women's, misses' or junior misses':

(1) Suits:

(i) The jacket of which does not conform to the provisions of subparagraph (2) of this paragraph (h).

(ii) With an attached coat, blouse, or vest, or with a separate coat, blouse or vest at a unit price.

(iii) With a skirt exceeding in length or sweep the measurements prescribed therefor in Schedule P attached hereto.

(iv) With a skirt with a hem exceeding 2 inches in width.

(v) With a skirt with a belt or suspenders at a unit price.

(2) Jackets:

(i) Exceeding in length the measurements prescribed therefor in Schedule B attached hereto.

(ii) With a hem exceeding 1½ inches in width.

(iii) With a bi-swing back, vented back, pleated back, or Norfolk style back.

(iv) With a belt, except jackets cut through at the waist and having inserted belts, at a unit price.

(v) With sleeves:

(*a*) Cut on the bias of a plaid material, except a set in sleeve.

(*b*) With wool cloth cuffs.

(*c*) With inside facings exceeding 2 inches.

(vi) With an attached hood, cape, scarf, muff, bag, hat, shawl, or vest, or with a separate hood, coat, cape, scarf, muff, bag, hat, shawl, or vest, at a unit price.

(3) Separate skirts or culottes:

(i) Exceeding in length or sweep the measurements prescribed therefor in Schedule E attached hereto, except as provided in (ii) below.

(ii) For evening wear, made of non-transparent material and exceeding in length or sweep the measurements pre-

scribed therefor in Schedule D attached hereto.

(iii) With a hem exceeding 2 inches.

(iv) With a belt or suspenders at a unit price.

(v) For evening wear, made of wool cloth.

(4) Blouses:

(i) With an attached hood, shawl, or scarf, or with a separate hood, shawl, or scarf, at a unit price.

(ii) With more than one patch pocket.

(iii) With three-quarters or full length sleeves exceeding in circumference the measurements prescribed therefor in Schedule H attached hereto.

(iv) Exceeding in overall length the measurements prescribed therefor in Schedule H attached hereto.

(v) With sleeves exceeding in underarm length the measurements prescribed therefor in Schedule H attached hereto.

(5) Slacks:

(i) Exceeding in overall outseam length or bottom widths the measurements prescribed therefor in Schedule F attached hereto.

(ii) With patch pockets.

(iii) With flaps on pockets.

(6) Slack suits or ski suits with jackets or tops that do not conform to the provisions of subparagraph (2) of this paragraph (h).

(7) Slacks, riding breeches, jodhpurs, ski suits, overalls or coveralls, with an attached hat, bag, scarf, hood, shawl, belt, or shoes, or with a separate hat, bag, scarf, hood, shawl, belt, or shoes at a unit price.

(8) Slacks, riding breeches, jodhpurs, ski pants, play suits, overalls, or coveralls, with a cuff.

(9) Play suits:

(i) Of more than two units, at a unit price.

(ii) With a skirt which does not conform to the provision of subparagraph (3) of this paragraph (h).

(iii) With an attached hat, scarf, hood, shawl, or shoes or with a separate hat, scarf, hood, shawl or shoes at a unit price.

(10) Ski pants:

(i) Exceeding in outseam overall length or bottom width the measurements prescribed therefor in Schedule G attached hereto.

(ii) With attached bib or suspenders, or separate bib or suspenders at a unit price.

(i) *Curtailment on teen age, girls' and children's dresses, coats, snow and ski suits, skirts, jackets, slacks, playclothes, and rainwear.* No person shall sell or deliver, or put into process any cloth for the manufacture for sale and delivery of, any teen age, girls', or children's:

(1) Dresses:

(i) Of one or two pieces with attached jacket, redingote, coat, cape, pants, or bolero or a separate jacket, redingote, coat, cape, pants or bolero at a unit price.

(ii) Of two pieces, with a jacket or top exceeding in length the measurements prescribed therefor in Schedule I attached hereto.

(iii) With an attached hood, shawl, or scarf, or a separate hood, shawl, or scarf at a unit price.

(iv) Exceeding in length, sweep, or hem the measurements prescribed therefor in Schedule J attached hereto.

(v) With a petticoat, overskirt or apron, or pinafore.

(vi) With a belt or sash exceeding 2 inches in width.

(vii) With suspenders exceeding in width 1½ inches.

(2) Coats:

(i) With attached cape, hood, scarf, muff, cap, helmet, hat, bag, skirt, gloves, or mittens, or a separate cape, hood, scarf, muff, cap, helmet, hat, bag, skirt, gloves, or mittens, at a unit price.

(ii) Of teen age sizes 10 to 16 with pants or leggings, at a unit price.

(iii) Exceeding in length or sweep the measurements prescribed therefor in Schedule K attached hereto.

(iv) With a hem exceeding 2 inches in width.

(v) With a belt exceeding 2 inches in width.

(vi) With sleeves:

(*a*) Cut on the bias of a plaid material, except a set in sleeve.

(*b*) With wool cloth cuffs.

(*c*) With inside facings exceeding 2 inches.

(vii) With wool cloth lining under any fur trimmings, unless such wool lining is an integral part of the body of the coat.

(3) Jackets:

(i) Exceeding in length or hem the measurements prescribed therefor in Schedule I attached hereto.

(ii) With a bi-swing, vented, pleated, or Norfolk style back.

(iii) With a belt, except jackets cut through at the waist and having inserted belts, at a unit price.

(iv) With a hem exceeding 2 inches.

(v) With sleeves:

(*a*) cut on the bias of a plaid material, except a set-in sleeve.

(*b*) with wool cloth cuffs.

(*c*) with inside facings exceeding 2 inches.

(vi) With an attached hood (except collarless mackinaws or ski jackets), muff, mittens, hat, bag, scarf, cap, shawl, or vest, or with a separate hood, muff, mittens, hat, bag, scarf, cap, shawl, or vest, at a unit price.

(4) Skirts:

(i) Exceeding in length or sweep the measurements prescribed therefor in Schedule L attached hereto.

(ii) With a hem exceeding 2 inches in width.

(iii) Of wool cloth with a wool cloth lining.

(iv) Of teen age sizes, with attached suspenders, or separate suspenders at a unit price.

(v) With a belt, hood, muff, mittens, hat, bag, scarf, cap, shawl, or vest, at a unit price.

(5) Suits:

(i) Of more than two pieces, at a unit price.

(ii) With an attached cape, blouse, or vest, or a separate coat, cape, blouse, or vest, at a unit price.

(iii) The jacket of which does not conform to the provisions of subparagraph (3) of this paragraph (i).

(iv) The skirt of which does not conform to the provisions of subparagraph (4) of this paragraph (i).

(6) Culottes:

(i) Which do not conform to the provisions of subparagraph (4) of this paragraph (i).

(7) Rainwear:

(i) Coats or capes:

(*a*) With permanently attacned hood for sizes larger than girls' size 14.

(*b*) With a collar and a permanently attached hood.

(*c*) With a detachable hood.

(*d*) With an attached scarf, hat, bag, skirt, slacks, leggings, pants, mittens, or cap, or a separate hood, scarf, hat, bag, skirt, slacks, leggings, mittens or cap, at a unit price.

(ii) Coats and jackets which do not conform to the provisions of subparagraph (2) and (3) of this paragraph (i).

(8) Snow and ski suits:

(i) With a collar and an attached hood.

(ii) With a detachable hood.

(iii) With an attached cape, muff, scarf, bag, hat, coat, or mittens, or a separate hood, cape, muff, scarf, bag, hat, coat, or mittens, at a unit price.

(iv) With a belt exceeding 2 inches.

(v) With more than one pair of pants or leggings.

(vi) The jacket of which does not conform to the provisions of subparagraph (3) of this paragraph (i)

(vii) Of more than 2 units, at a unit price.

(9) Slacks and slack suits.

(i) Exceeding restrictions and prohibitions applicable to jackets and snow and ski suits.

(ii) Exceeding in overall outseam length or bottom width the measurements prescribed therefor in Schedule M attached hereto.

(iii) With patch pockets.

(iv) With flaps on pockets.

(v) Of teen age sizes, with attached suspenders, or separate suspenders at a unit price.

(10) Slacks, riding breeches, jodhpurs, ski pants, play suits, overalls or coveralls with a cuff.

(11) Slacks, riding breeches, jodhpurs, or coveralls, with an attached hat, bag, scarf, hood, shawl, belt, or shoes, or a separate hat, bag, scarf, hood, shawl, belt, or shoes, at a unit price.

(12) Playsuits:

(i) Exceeding restrictions and prohibitions applicable to jackets, skirts, and snow and ski suits.

(ii) With an attached hat, bag, scarf, hood, shawl or shoes, or a separate hat, bag, scarf, hood, shawl or shoes, at a unit price.

(j) *Curtailment on nurses' uniforms.* No person shall sell or deliver or put any

cloth into process for the manufacture of for sale and delivery of, any:

(1) Nurses' uniforms:

(i) Exceeding in length or sweep the measurements prescribed therefor in Schedule N attached hereto.

(ii) With a hem exceeding 3 inches in width.

(iii) With a belt exceeding 2 inches in width.

(2) Maids' uniforms:

(i) Exceeding in length or sweep the measurements prescribed therefor in Schedule O attached hereto.

(ii) With a hem exceeding 2 inches in width.

(iii) With a belt exceeding 2 inches in width.

(k) *Reports and records.* All persons affected by this order shall execute and file with the War Production Board such reports and questionnaires as may be required by said Board from time to time. The certificates required under paragraph (m) shall be retained by the vendee for a period of one year after receipt.

(l) *Appeal.* Any person affected by this order who considers that compliance therewith would work an exceptional and unreasonable hardship upon him, or that it would result in a degree of unemployment which would be unreasonably disproportionate compared with the amount of wool, silk, rayon, cotton, nylon, and linen conserved, or that compliance with this order would disrupt or impair a program of conversion from non-defense to defense work, may appeal to the War Production Board by letter or telegraph, Reference Order L–85, setting forth the pertinent facts and the reason he considers he is entitled to relief. The Director of Industry Operations may thereupon take such action as he deems appropriate.

(m) *Certificate.* (1) Any person making sales or deliveries to persons other than ultimate consumers, of any articles of feminine apparel in existence on, or the cloth for which was put into process prior to the effective date of this order, except second-hand articles, shall attach to the purchaser's copy of invoice for such feminine apparel, a certificate signed by an individual authorized to sign for such person, in substantially the following form:

The undersigned hereby certifies to his vendee and to the War Production Board that the articles of feminine apparel covered by our invoice No. _____ of _____ day of _____, 19__ were in existence or the cloth for same was put into process prior to the effective date of General Limitation Order L–85, as amended.

_____ by _____
Name of Seller Authorized Individual

(2) Any person putting cloth into process for the manufacture of any feminine apparel after the effective date of this order, shall endorse upon, or attach to the purchaser's copy of invoice for such feminine apparel sold by him, a certificate signed by an individual authorized to sign for such person, in substantially the following form:

The undersigned hereby certifies to his vendee and to the War Production Board that the articles of feminine apparel covered by our invoice No. of day of , 19 have been manufactured and are being sold in accordance with the provisions of General Limitation Order L–85, as amended.

_____ by _____
Name of Seller Authorized Individual

(3) Any jobber, wholesaler, and other person making sales or deliveries to persons other than ultimate consumers of articles of feminine apparel which he did not manufacture, except apparel in existence or put into process prior to the effective date of this order, shall endorse upon, or attach to the purchaser's copy of invoice for feminine apparel sold by him, a certificate in substantially the following form:

The undersigned hereby certifies to his vendee and to the War Production Board that the articles of feminine apparel covered by our invoice No. of day of , 19 were purchased by us from a manufacturer who furnished us with a certificate stating that they had been manufactured and sold in accordance with the provisions General Limitation Order L–85, as amended and we have no reason to believe that the said manufacturer's certificate is false in any respect, and our sale to you is in accordance with all of the provisions of the said order, with the terms of which we are familiar.

_____ by _____
Name of Seller Authorized Individual

(4) Any person ordering feminine apparel for an ultimate consumer of unusual height or abnormal size shall attach to the order for such feminine apparel to the manufacturer thereof, a certificate signed by an individual authorized to sign for such person in substantially the following form:

The undersigned hereby certifies to his manufacturer and to the War Production Board that the articles of feminine apparel covered by our order No. _____ of _____ day of _____, 19__ are ordered for a person of unusual height _____ or abnormal size _____.

_____ by _____
Name of Buyer Authorized Individual

(5) Any person making sales or deliveries to ultimate consumers of any articles of feminine apparel made for a person of unusual height or abnormal size shall attach to the purchaser's copy of sales ticket for such feminine apparel, a certificate signed by an individual authorized for such person, in substantially the following form:

The undersigned hereby certifies to his vendee and to the War Production Board that the articles of feminine apparel covered by our sales check No. _____ of _____ day of _____, 19__ were made for a person of unusual height _____ or abnormal size _____ as defined by the War Production Board Order L–85, as amended.

_____ by _____
Name of Seller Authorized Individual

(n) *Violation.* Any person who wilfully violates any provision of this order or who wilfully furnishes false information to the Director of Industry Operations in connection with this order is guilty of a crime, and upon conviction may be punished by fine or imprisonment. In addition, any such person may be prohibited from making or obtaining further deliveries or from processing or using material under priority control and may be deprived of priorities assistance by the Director of Industry Operations. (P.D. Reg. 1, as amended, 6 F.R. 6680; W.P.B. Reg. 1, 7 F.R. 561; E.O. 9024, 7 F.R. 329; E.O. 9040, 7 F.R. 527; E.O. 9125, 7 F.R. 2719; sec. 2 (a), Pub. Law 671, 76th Cong., as amended by Pub. Laws 89 and 507, 77th Cong.)

Issued this 10th day of July, 1942.

J. S. Knowlson

Director of Industry Operations.

SCHEDULE A.—MAXIMUM MEASUREMENTS FOR ALL SIZE RANGES, VARIOUS MISSES' COATS AND CAPES, DAYTIME AND EVENING

Misses' sizes	10	12	14	16	18	20
Length box coat	40½	41	41½	42	42½	43
Sweep box coat	56	57	58½	60	61½	63
Length fitted coat	41½	42	42½	43	43½	44
Sweep fitted coat	66	67	68½	70	71½	73
Hem	2	2	2	2	2	2

Junior misses' sizes	9	11	13	15	17	19
Length box coat	39	39½	40	40½	41	41½
Sweep box coat	56	57	58½	60	61½	63
Length fitted coat	40	40½	41	41½	42	42½
Sweep fitted coat	66	67	68½	70	71½	73
Hem	2	2	2	2	2	2

Little women's sizes (short)	14½	16½	18½	20½	22½	24½	26½	28½
Length box coat	41½	42	42½	43	43½	44	44½	44½
Sweep box coat	60	62	64	66	68	70	72	74
Length fitted coat	42½	43	43½	44	44½	45	45½	45½
Sweep fitted coat	70	72	74	76	78	80	82	84
Hem	2	2	2	2	2	2	2	2

SCHEDULE A.—MAXIMUM MEASUREMENTS FOR ALL SIZE RANGES, VARIOUS MISSES' COATS AND CAPES, DAYTIME AND EVENING—Continued.

Women's regular sizes	36	38	40	42	44	46	48	50	52
Length box coat	43½	44	44½	45	45½	45½	46	46	46½
Sweep box coat	62	64	66	68	70	72	74	76	78
Length fitted coat	44½	45	45½	46	46½	46½	47	47	47½
Sweep fitted coat	72	74	76	78	80	82	84	86	88
Hem	2	2	2	2	2	2	2	2	2

Women's stout sizes	38½	40½	42½	44½	46½	48½	50½	52½
Length box coat	44½	45	45½	46	46	46½	46½	47
Sweep box coat	64	66	68	70	72	74	76	78
Length fitted coat	45½	46	46½	47	47	47½	47½	48
Sweep fitted coat	74	76	78	80	82	84	86	88
Hem	2	2	2	2	2	2	2	2

Women's odd sizes	35	37	39	41	43	45	47	49	51
Length box coat	44½	44½	45	45½	46	46	46	46½	47
Sweep box coat	62	64	66	68	70	72	74	76	78
Length fitted coat	45½	45½	46	46½	47	47	47	47½	48
Sweep fitted coat	72	74	76	78	80	82	84	86	88
Hem	2	2	2	2	2	2	2	2	2

SCHEDULE B.—MAXIMUM MEASUREMENTS FOR ALL SIZE RANGES, VARIOUS WOMEN'S, MISSES' AND JUNIOR MISSES' SEPARATE AND SIMULATED JACKETS OR TOPS

Misses' sizes	10	12	14	16	18	20
Length	23½	24½	24¾	25	25¼	25½
Hem	1½	1½	1½	1½	1½	1½

Junior misses' sizes	9	11	13	15	17
Length	22	23	23¼	23½	23¾
Hem	1½	1½	1½	1½	1½

Little women's sizes (short)	14½	16½	18½	20½	22½	24½	26½	28½
Length	24¾	25	25¼	25½	25¾	26	26¼	26½

Women's regular sizes	36	38	40	42	44	46	48	50	52
Length	25¾	26	26¼	26½	26¾	27	27¼	27½	28

Women's stout sizes	38½	40½	42½	44½	46½	48½	50½	52½
Length	26	26¼	26½	26¾	27	27¼	27½	27¾

Women's odd sizes	35	37	39	41	43	45	47	49	51
Length	26	26¼	26½	26¾	27	27¼	27½	27¾	28

All hems on suit jackets or separate jackets not to exceed 1½ inch.

SCHEDULE C.—MAXIMUM MEASUREMENTS FOR ALL SIZE RANGES, VARIOUS WOMEN'S AND MISSES' DAYTIME DRESSES, BEAUTICIANS' AND WAITRESSES' UNIFORMS AND HOOVER APRONS

Misses' sizes	10	12	14	16	18	20
Lengths	41	42	42½	43	43½	44
Wool sweep 9 oz. or less	68	69	70½	72	73½	75
Other than wool sweep	74	75	76½	78	79½	81
Hem	2	2	2	2	2	2
Sleeve circumference	13	13¼	13½	14	14½	15

Junior misses' sizes	9	11	13	15	17	19
Lengths	39½	40½	41	41½	42	42½
Wool sweep 9 oz. or less	68	69	70½	72	73½	75
Other than wool sweep	74	75	76½	78	79½	81
Hem	2	2	2	2	2	2
Sleeve circumference	13	13¼	13½	14	14½	15

SCHEDULE C.—MAXIMUM MEASUREMENTS FOR ALL SIZE RANGES, VARIOUS WOMEN'S AND MISSES' DAYTIME DRESSES, BEAUTICIANS' AND WAITRESSES' UNIFORMS AND HOOVER APRONS—Continued

Little women's sizes (short)	14½	16½	18½	20½	22½	24½	26½
Lengths	42½	43	43½	44	44	44½	45
Wool sweep 9 oz. or less	70	72	74	76	78	80	82
Other than wool sweep	76	78	80	82	84	86	88
Hem	2	2	2	2	2	2	2
Sleeve circumference	14½	15	15½	16	16	16½	16½

Women's regular sizes	36	38	40	42	44	46	48	50	52
Lengths	44½	45	45½	46	46½	46½	47	47	47½
Wool sweep 9 oz. or less	72	74	76	78	80	82	84	86	88
Hem	2	2	2	2	2	2	2	2	2
Other than wool sweep	78	80	82	84	86	88	90	92	94
Sleeve circumference	14½	15½	15½	16	16½	16½	17½	18	18

Women's stout sizes	38½	40½	42½	44½	46½	48½	50½	52½
Lengths	45	46	46½	47	47	47½	47½	48
Wool sweep 9 oz. or less	74	76	78	80	82	84	86	88
Other than wool sweep	80	82	84	86	88	90	92	94
Hem	2	2	2	2	2	2	2	2
Sleeve circumference	15	15½	16	16½	17	17½	18	18

Women's odd sizes	35	37	39	41	43	45	47	49	51
Lengths	45	45½	46	46½	47	47	47	47½	48
Wool sweep 9 oz. or less	74	76	78	80	82	84	86	88	90
Other than wool sweep	78	80	82	84	86	88	90	92	94
Hem	2	2	2	2	2	2	2	2	2
Sleeve circumference	15	15½	16	16½	17	17½	18	18	18

NOTE: See Skirt Schedule E for Sweep of Wool Cloth weighing more than 9 oz.
NOTE: Sleeve Circumference is at bottom of sleeve or at part attached to cuff.

SCHEDULE D.—MAXIMUM MEASUREMENTS FOR ALL SIZE RANGES, VARIOUS MISSES' WOMEN'S AND JUNIOR'S EVENING DRESSES AND EVENING SKIRTS

EVENING DRESSES

Misses' sizes	10	12	14	16	18	20
Lengths	58	58½	58¾	59	59¼	59½
Sweep	144	144	144	144	144	144
Hem	2	2	2	2	2	2

Junior misses' sizes	9	11	13	15	17
Lengths	56½	57	57¼	57½	57¾
Sweep	144	144	144	144	144
Hem	2	2	2	2	2

Women's sizes	36	38	40	42	44	46	48	50
Lengths	59½	59¾	60	60¼	60½	60¾	61	61
Sweep	144	144	144	144	144	144	144	144
Hem	2	2	2	2	2	2	2	2

EVENING SKIRTS

Misses' sizes	10	12	14	16	18	20
Lengths	44	44½	45	45	45	45
Sweep	144	144	144	144	144	144
Hem	2	2	2	2	2	2

Junior misses' sizes	9	11	13	15	17
Lengths	43	43	43½	43½	43½
Sweep	144	144	144	144	144
Hem	2	2	2	2	2

Women's sizes	36	38	40	42	44	46	48	50
Lengths	45	45½	45½	45½	45½	45½	45½	45½
Sweep	144	144	144	144	144	144	144	144
Hem	2	2	2	2	2	2	2	2

SCHEDULE E.—MAXIMUM MEASUREMENTS FOR ALL SIZES AND RANGES, VARIOUS WOMEN'S, MISSES' AND JUNIOR MISSES' SKIRTS AND CULOTTES

Misses' skirts	10	12	14	16	18	20
Length, including Waistband	26¾	27¾	27¾	28	28¼	28½
Sweep, wool cloth more than 9 oz	60	61	62½	64	65½	67
Sweep, all fabrics and wool cloth not more than 9 oz	76	77	78½	81	82½	84
Hem	2	2	2	2	2	2

Junior misses' sizes	9	11	13	15	17	19
Length, including waistband	26	26¾	27	27¼	27½	28
Sweep, wool cloth more than 9 oz	60	61	62½	64	65½	67
Sweep, all fabrics and wool cloth not more than 9 oz	77	78	79½	81	82½	84
Hem	2	2	2	2	2	2

Women's regular sizes	36	38	40	42	44	46	48	50	52
Length, including waistband	28¾	29	29¼	29½	29¾	29¾	30	30	30
Sweep, wool cloth more than 9 oz	66	68	70	72	74	76	78	80	82
Sweep, all fabrics and wool cloth not more than 9 oz	81	83	85	87	89	91	93	95	97
Hem	2	2	2	2	2	2	2	2	2

SCHEDULE F.—MAXIMUM OUTSEAM OVERALL LENGTH INCLUDING WAISTBAND AND TURN-UP, WOMEN'S, MISSES' AND JUNIOR MISSES' SLACKS

Misses' sizes	10	12	14	16	18	20
Length wool cloth	43	43¾	44⅜	44½	44⅞	45¼
Bottom width, wool cloth	18	18½	19	19	19½	20
Length, other than wool cloth	43¾	44½	44⅞	45¼	45⅝	46
Bottom width, other than wool cloth	18½	19	19½	19½	20	20½

Junior misses' sizes	9	11	13	15	17
Length, wool cloth	42⅞	43¼	43⅜	44	44⅜
Bottom width, wool cloth	18	18½	19	19	19½
Length, other than wool cloth	43½	44	44¼	44¾	45
Bottom width, other than wool cloth	18½	19	19½	19½	20

Women's regular sizes	36	38	40	42	44	46	48
Length, wool cloth	45¼	45¾	45¾	46¼	46¼	46¾	46¾
Bottom width, wool cloth	20	21	22	22	23	23	23½
Length, other than wool cloth	46	46½	46½	47	47	47½	47½
Bottom width, other than wool cloth	20½	21½	22½	22½	23½	23½	24

SCHEDULE G.—MAXIMUM OUTSEAM, OVERALL LENGTH INCLUDING WAISTBAND AND TURN-UP FOR WOMEN'S, MISSES' AND JUNIOR MISSES' SKI AND SNOW PANTS

Misses' sizes	10	12	14	16	18	20
Length	41	41½	42	42½	42¾	43
Bottom width	13½	14	14½	15	15½	16

Women's sizes	36	38	40	42
Length	43½	44	44½	45
Bottom width	16¼	16½	16¾	17

SCHEDULE H.—MAXIMUM OVERALL LENGTH FROM THE NAPE OF NECK INCLUDING TURN-UP FOR HEM. MISSES' AND LADIES' BLOUSES

Misses' and ladies' sizes	32	34	36	38	40	42	44	46
Body length, including hem	22½	22¾	23	23¼	23½	23¾	24½	24¾
Underarm sleeve length	18½	19	19¼	19¼	19¼	19¼	19¼	19¼
Sleeve circumference	14	14½	15	15½	16	16½	17	17½

NOTE: Sleeve circumference at bottom of finished sleeve or part attached to cuff.

SCHEDULE I.—MAXIMUM MEASUREMENTS FOR ALL SIZE RANGES, VARIOUS CHILDREN'S, GIRLS' AND TEEN AGE JACKETS AND TOPS FOR SEPARATES, SUITS AND SNOW WEAR

Children's sizes	3	4	5	6	6X
Length for separates and suits	16½	17	17½	18	18½
Length for snow wear	16½	17	17½	18	18½
Hem	2	2	2	2	2

Girls' sizes	7	8	10	12	14
Length for separates and suits	18½	19	19½	20	20½
Length for snow wear	19	20	21	21½	22
Hem	1½	1½	1½	1½	1½

Teen age sizes	10	12	14	16
Length for separates and suits	22	23	23¼	23½
Length for snow wear	22	23	23¼	23½
Hem	1½	1½	1½	1½

SCHEDULE J.—MAXIMUM MEASUREMENTS FOR ALL SIZE RANGES, VARIOUS CHILDREN'S, GIRLS' AND TEEN AGE DRESSES

Children's sizes	3	4	5	6	6X
Daytime lengths, all fabrics	19	21	23	25	26
Daytime sweep, wool cloth	55	56	57	58	58½
Daytime hem, wool cloth	3	3	3	3	3
Daytime sweep, other than wool cloth	55	56	57	58	58½
Daytime hem, other than wool cloth	3½	3½	3½	3½	3½
Evening lengths, all fabrics	33	34	35	36	37
Evening sweep, all fabrics	80	80	80	80	80
Evening hem	1	1	1	1	1

Girls' sizes	7	8	10	12	14
Daytime lengths, all fabrics	27½	29	31	34	36
Daytime sweep, wool cloth	64	65	66	67	68
Daytime hem, wool cloth	3	3	3	3	3
Daytime sweep, other than wool cloth	64	65	66	67	68
Daytime hem, other than wool cloth	3½	3½	3½	3½	3½
Evening lengths, all fabrics	44	46	48	50	52
Evening sweep, all fabrics	120	120	120	120	120
Evening hem	1	1	1	1	1

Girls' stout sizes (chubbies)	7½	8½	10½	12½	14½
Daytime lengths, all fabrics	27½	29	31	34	36
Daytime sweep, wool cloth	70	71	72	73½	75
Daytime hem, wool cloth	3	3	3	3	3
Daytime sweep, other than wool cloth	70	71	72	73½	75
Daytime hem, other than wool cloth	3½	3½	3½	3½	3½
Evening lengths, all fabrics	44	46	48	50	52
Evening sweep, all fabrics	120	120	120	120	120
Evening hem	1	1	1	1	1

Teen age sizes	10	12	14	16
Daytime lengths, all fabrics	38½	40	40½	41
Daytime sweep, wool cloth	67	68	69	70
Daytime hem, wool cloth	2	2	2	2
Daytime sweep, other than wool cloth	73	74	75	76
Daytime hem, other than wool cloth	2	2	2	2
Evening lengths, all fabrics	56	56½	56¾	57
Evening sweep, all fabrics	144	144	144	144
Evening hem	1	1	1	1

Teen age stout sizes (chubbies)	10½	12½	14½	16½
Daytime lengths, all fabrics	38½	40	40½	41
Daytime sweep, wool cloth	72	73	74	75
Daytime hem, wool cloth	2	2	2	2
Daytime sweep, other than wool cloth	78	79	80	81
Daytime hem, other than wool cloth	2	2	2	2
Evening lengths, all fabrics	56	56½	56¾	57
Evening sweep, all fabrics	144	144	144	144
Evening hem	1	1	1	1

SCHEDULE K.—MAXIMUM MEASUREMENTS FOR ALL SIZE RANGES, VARIOUS CHILDREN'S, GIRLS' AND TEEN AGE COATS AND CAPES

Children's sizes	3	4	5	6	6X
Length	19	21	23	25	26
Sweep (coat only)	48	49	50	51½	52½
Length (legging set only)	19	21	23	25	26
Sweep (legging set only)	50	51	52	53½	54½
Hem	2	2	2	2	2

Girls' sizes	7	8	9	10
Length	28	30	31	32
Sweep (legging set only)	59	61	62	63
Hem	2	2	2	2

Girls' sizes	7	8	9	10	12	14
Length box coat	28	30	31	32	34	36
Sweep box coat	48	49	50	51	52	53
Length fitted coat	28	30	31	32	34	36
Sweep fitted coat	58	59	60	61	62	63
Hem	2	2	2	2	2	2

Girls' stout sizes (chubbies)	7½	8½	10½	12½	14½
Length box coat	28	30	32	34	36
Sweep box coat	55	56	57	58	60
Length fitted coat	28	30	32	34	36
Sweep fitted coat	63	64	66	68	70
Hem	2	2	2	2	2

Teen age stout sizes (chubbies)	10½	12½	14½	16½
Length box coat	38	39	39½	40
Sweep box coat	59	60½	62	63½
Length fitted coat	39	40	40½	41
Sweep fitted coat	67	69	70	72
Hem	2	2	2	2

Teen age sizes	10	12	14	16
Length box coat	38	39	39½	40
Sweep box coat	55	56½	58	59½
Length fitted coat	39	40	40½	41
Sweep fitted coat	62	64	66	68
Hem	2	2	2	2

SCHEDULE L.—MAXIMUM MEASUREMENTS FOR ALL SIZE RANGES, VARIOUS CHILDREN'S, GIRLS' AND TEEN AGE SKIRTS

Children's sizes	3	4	5	6	6X
Length, including waistband	13	14	15	16	16¾
Sweep, wool cloth, more than 9 oz	48	50	52	54	57
Sweep, all fabrics and wool cloth not more than 9 oz	48	50	52	54	57
Hem	2	2	2	2	2

Girls' sizes	7	8	10	12	14
Length, including waistband	18½	19	20	22	24
Sweep, wool cloth, more than 9 oz	56	57	58	60	62
Sweep, all fabrics and wool cloth not more than 9 oz	64	65	66	68	70
Hem	2	2	2	2	2

Girls' stout sizes (chubbies)	7½	8½	10½	12½	14½
Length, including waistband	18½	19	19½	22	24
Sweep, wool cloth, more than 9 oz	61	62	63	64	66
Sweep, all fabrics and wool cloth not more than 9 oz	69	70	71	72	74
Hem	2	2	2	2	2

Teen age sizes	10	12	14	16
Length, including waistband	24	24½	25	26
Sweep, wool cloth, more than 9 oz.	59	60	62	63
Sweep, all fabrics and wool cloth not more than 9 oz	76	77	78	79
Hem	2	2	2	2

Teen age stout sizes (chubbies)	10½	12½	14½	16½
Length, including waistband	24	24½	25	26
Sweep, wool cloth, more than 9 oz.	64	65	67	69
Sweep, all fabrics and wool cloth not more than 9 oz	78	79	81	83
Hem	2	2	2	2

SCHEDULE M.—MAXIMUM MEASUREMENTS FOR ALL SIZE RANGES, VARIOUS CHILDREN'S, GIRLS' AND TEEN AGE SLACKS AND OVERALLS

Children's sizes	3	4	5	6	6X
Length including waistband and turnup, wool cloth	23	24	26	27½	28
Circumference at bottom of slack	14¼	14½	14¾	15	15¼
Length including waistband and turnup, other than wool cloth	23½	25¾	26½	28	28½
Circumference at bottom of slack	15½	15	16	16¼	16½

Girls' sizes	7	8	10	12	14
Length including waistband and turnup, wool cloth	32	33	36½	39	40
Circumference at bottom of slack	16¾	17	17¼	17½	17¾
Length including waistband and turnup, other than wool cloth	32½	33½	37	39½	40½
Circumference at bottom of slack	17¼	17½	18	18¼	18½

Teen age sizes	10	12	14	16
Length including waistband and turnup, wool cloth	39½	40½	41½	42½
Circumference at bottom of slack	17½	17¾	18	18½
Length including waistband and turnup, other than wool cloth	40	41	42	43
Circumference at bottom of slack	18	18¼	18½	19

SCHEDULE N.—MAXIMUM MEASUREMENTS FOR ALL SIZES AND RANGES, VARIOUS MISSES', JUNIOR MISSES', AND WOMEN'S NURSES' UNIFORMS

Misses' sizes	10	12	14	16	18	20
Length, preshrunk fabrics	42½	43	43½	44	44½	45
Length, non-shrunk fabrics	45	45½	46	46½	47	47½
Sweep, all fabrics	66	68	70	72	74	76
Hem, all fabrics	3	3	3	3	3	3

Junior misses' sizes	9	11	13	15	17
Length, preshrunk fabrics	41	41½	42	42½	43
Length, non-shrunk fabrics	43½	44	44½	45	45½
Sweep, all fabrics	66	68	70	72	74
Hem, all fabrics	3	3	3	3	3

Women's sizes	34	36	38	40	42	44	46
Length, preshrunk fabrics	44	44½	45	45½	46	46½	47
Length, non-shrunk fabrics	46½	47	47½	48	48½	49	49½
Sweep, all fabrics	72	74	76	78	80	82	84
Hem, all fabrics	3	3	3	3	3	3	3

SCHEDULE O.—MAXIMUM MEASUREMENTS FOR ALL SIZES AND RANGES, VARIOUS MISSES' AND WOMEN'S MAIDS' UNIFORMS

Misses' sizes	12	14	16	18	20
Length, preshrunk fabrics	42	42½	43	43½	44
Length, non-shrunk fabrics	44	44½	45	45½	46
Sweep, all fabrics	56	58	60	62	64
Hem, all fabrics	2	2	2	2	2

Women's sizes	34	36	38	40	42	44	46
Length, preshrunk fabrics	43	43½	44	44½	45	45	45
Length, nonshrunk fabrics	45	45½	46	46½	47	47	47
Sweep, all fabrics	60	62	64	66	68	70	72
Hem, all fabrics	2	2	2	2	2	2	2

SCHEDULE P.—MAXIMUM MEASUREMENTS FOR ALL SIZE RANGES, VARIOUS MISSES' JUNIOR MISSES' AND WOMEN'S SUIT SKIRTS

Misses' sizes	10	12	14	16	18	20
Length including waistband	26¾	27½	27¾	28	28½	28½
Sweep, wool cloth more than 9 oz	60	61	62½	64	65½	67
Sweep, wool cloth not more than 9 oz	68	69	70½	72	73½	75
Fabrics, other than wool	74	75	76½	78	79½	81
Hem	2	2	2	2	2	2

SCHEDULE P.—MAXIMUM MEASUREMENTS FOR ALL SIZE RANGES, VARIOUS MISSES', JUNIOR MISSES' AND WOMEN'S SUIT SKIRTS—Continued

Junior misses' sizes	9	11	13	15	17	19
Length including waistband	26	26¾	27	27½	27½	28
Sweep, wool cloth more than 9 oz	60	61	62½	64	65½	67
Sweep, wool cloth 9 oz. or less	68	69	70½	72	73½	75
Fabrics, other than wool	74	75	76½	78	79½	81
Hem	2	2	2	2	2	2

Women's regular sizes	36	38	40	42	44	46	48	50	52
Length including waistband	28¾	29	29¼	29½	29¾	29¾	30	30	30
Sweep, wool cloth more than 9 oz	66	68	70	72	74	76	78	80	82
Sweep, wool cloth 9 oz. or less	72	74	76	78	80	82	84	86	88
Fabrics, other than wool	78	80	82	84	86	88	90	92	94
Hem	2	2	2	2	2	2	2	2	2

U. S. Department of Labor
WOMEN'S BUREAU
Washington

RECOMMENDATIONS AS TO FOUNDATION GARMENTS FOR WOMEN FARM WORKERS

Need for Foundation Garments -

Women who regularly do active work such as farm work are likely to have better muscle tone than women sitting at desks or standing at machines all day. Consequently, regular women farm workers may be less in need of abdominal or back support than women in factory or office work.

Large numbers of the women who will go into farm work this year will come from less active pursuits. Many will be more comfortable and better able to do their farm jobs if they are fitted with abdominal or back supports suited to their individual needs.

Those who will profit by well fitted supports include the women who have been accustomed for several years to wearing such a support, those who suffer from backache, sagging abdominal organs, obesity, hernia, tendency to sacroiliac sprain or sciatica, those who have had abdominal operations or who need such support for relaxed muscles following childbirth.

Type of Support Required

There is great variation between individual women. To be satisfactory in correcting or alleviating the physical defects listed above a foundation garment must be individually designed and fitted and guaranteed to hold its shape.

SHOE PROBLEMS

I am in agreement with the industrialist who said "Shoes are at the foot of production."

Slipping or falling is a major cause of women's injuries in industry.

Sept. 4, '43
p. 35
Hide,
Leather &
Shoes

Shoes have more to do with the safety, comfort, general health, efficiency, and productivity of workers than any other item of clothing. Yet working women when they're on the job, make up the most improperly shod group in America.

In 1941 about 500 shoe manufacturers produced a total of over 182 million pairs of women's shoes. This does not include footwear classed as misses' shoes, nor any in the athletic, part leather and part fabric, all fabric, slipper or beach-sandal classifications. Production of footwear in the women's shoes classification alone in 1941 provided an average of about 4 pairs of shoes for every woman. In this classification there were shoes designed for practically every occasion and purpose, with one outstanding exception - no shoes were specifically designed for work wear.

The millions of working women were left to choose between wearing shabby or old dress-up shoes to work, or the sensible comfort type. The one exception to this is in the nurses' field. Most of the shoes made for nurses, however, are not suitable for general work wear.

TYPES OF FARM FOOTWEAR NEEDED FOR WOMEN

The work shoe requirements of agricultural workers are as diversified as the agricultural occupations themselves. There is a vast difference between field work and garden work and barnyard work, and the footwear requirements of these jobs are also quite different. However, it is both practical and reasonable to design shoes that will meet the specific requirements of these various forms of agricultural work, because the farm worker will naturally select the type of shoe which best meets the conditions

under which she works most of the time, and which will be reasonably satisfactory for the lesser periods. of time spent in another occupation.

The creation of at least several basic types of farm work shoes is important if the field is to be properly served. It is also important that the recognizable demand in various farm sections be classified according to basic types most suitable in each section. (1) In the dairying section, the logical basic type to be offered would be one that was especially suitable for barn and barnyard work; moisture and acid resistant, slip proof, and ankle or boot high. (2) In the dry grain and cotton sections and in dry areas where fruits and berries are leading crops a field type shoe would presumably be most satisfactory; a medium weight, oxford or ankle high shoe with a broad substantial sole. (3) In the range areas the cowboy boot is, and will continue to be, the most popular for both men and women. (4) For truck gardens under dry working conditions an ankle high shoe similar to the field shoe seems most likely to be favored; if soil conditions are excessively damp or wet an ankle or boot height shoe which is at least partially moisture resistant will be needed. (5) Workers engaged in such occupations as cranberry picking where the work is done in bogs or swampy areas will require waterproof or moisture resistant substantially constructed shoes of ankle or boot height.

COMMON COMPLAINTS ABOUT AVAILABLE FOOTWEAR FOR FARM WOMEN

Very little footwear is available that falls between oxford and boot heights and ankle high shoes are badly needed by women on farms. Oxfords are too low in many cases to properly support the ankle and to protect the feet from dirt and pebbles working into the shoe, while in many other cases boots are too heavy and uncomfortable. Gaiters and leggings are widely used by farm women, but their use does not obviate the need for more ankle high shoes, which would frequently eliminate the need for gaiters and leggings

which are often only an uncomfortable makeshift for suitable footwear.

It is difficult for women farm workers to buy suitable work shoes in medium price grades. Many representative women said that they can secure more suitable designed shoes in very cheap grades or in very high grades than they can at medium levels. They add that the cheap shoes do not give satisfactory wear and that the high priced shoes are beyond the means of most of the farm workers.

Explaining the lack of women's work shoes, Hide and Leather and Shoes says, "Shoemen shuddered at the very mention of the words 'work shoe' in the women's field. They were strongly of the opinion that women would not buy suitable shoes unless sold under some glamorous name that would imply the footwear was anything but what it actually was." This magazine decided to inquire into the situation. They interviewed thousands of working women in varied occupations. The response from these women showed conclusively that they were interested in more than glamor shoes -- they wanted work shoes.

The situation should improve, however, as many manufacturers, queried by this same magainze, have indicated their willingness to supply women's work shoes and the American Standards Association has prepared standards of construction and specifications for various types of protective footwear for both women and men.

Foot Facts

Regardless of where women work, they are likely to suffer from foot ailments. An analysis of a report of 1000 cases seen in a foot clinic showed that there were 15 women with foot trouble to every man. Of the total, 33 percent had abnormalities of the forefoot, 20 percent had acquired flatfeet. About one-third had severe corns, ingrowing nails, arthritis, or other conditions. Many of those with forefoot deformities were under 30 years. Industrial physicians report that foot abnormalities are among the principal physical defects among women accepted for factory work.

According to a Bureau of Home Economics expert, 7 our of 10 people have mild or serious foot trouble. A study made at the University of Wisconsin showed that only 14 percent of women in contrast to 40 percent of men, wear correctly fitted shoes. Both shoes and customers are at fault. Since there are no national standards for sizing shoes, they cannot be bought by size alone. Sizes change from season to season, depending on the style, on the manufacturer, on the materials used in the shoe.

As an experiment a woman in Washington, D. C. bought 12 pairs of shoes at different stores. Though she thought they all fitted well, she found 8 different sizes among the 12 pairs purchased. An expert in shoe fitting judged only 4 of the pairs to fit well, and even among those 4 pairs there were 3 different shoe size marks.

Following are suggestions for conserving supporting garments containing rubber:

(1) Don't buy a girdle or corset over the counter. Have every garment fitted before you leave the store, because a poorly fitted garment wears out more quickly than one that is right at every point. Have it refitted if it begins to lose its shape, so that it will continue to give good support.

(2) Keep every garment clean. Wash them frequently; imbedded grime, perspiration and body oils ruin them. Use tepid suds made with mild soap, squeeze suds through and through the garment. Use a soft brush, with mild soap, on soiled spots. Rinse thoroughly in tepid water. Do not wring or twist. Roll in a turkish towel and squeeze out excess water. Dry away from direct heat or sunlight.

(3) Do not use an iron on elastic sections. Heat ruins rubber. Safest rule is not to iron them at all, but to press them out with your hands as they dry.

(4) If you own more than one, wear each alternately. The rubber needs exercise to keep it alive, and also will last longer if it has rest between wearings.

(5) Have minor repairs made promptly, because small damage can quickly grow into major disaster to supporting garments. Never repair a broken garter with a safety pin, because under the strain of wear they are likely to tear the fabric of the garment. Any woman can sew on a garter properly, but only an expert at corset repairs can mend a torn skirt section satisfactorily.

(6) Keep all usable parts of worn-out garments as repair materials to use on the garments you still have in service. This includes fabrics which are still in good condition as well as elastic sections, garters, slide fasteners, etc., because only fabrics of extra strength can be expected to stand up under the strenuous wear corsets take. Old corset fabrics are better than new less strong fabrics for making repairs on cloth sections of foundations.

(7) Handle them carefully. Don't yank them on or off. Put them on carefully as the corsetiers did when you originally had them fitted, so that you never have to twist them on the body to adjust them to correct position. Be especially careful not to let fingernails push into elastic fabric sections; holes in these fabrics are hard to repair.

(8) Try harder than ever before to make a habit of good posture, which will prevent unnecessary strain on your supporting garments. Remember that when they were fitted you were asked to hold yourself in your best posture; they can support you properly for a much longer period of service if you help them by remembering not to slump.

Gorden

Mr. Sherwood called to give you this clipping of a safety net.

Industrial Materials Feb. 1943

260 S.23rd St. Phila. Pa.

Item IM 2-1

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3. Hats by:
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4. "Stasafe Hairguards" by:
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No. 53 Service Twill—Durable, attractive all-cotton cloth, a real value for work clothes. Sanforized-shrunk.*	Sizes 12 to 22	18.25	13.00	24.75	23.50	12.75	31.00	27.00
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No. 52 Fortress Twill—An all-cotton smooth-finished fabric which assures comfort and good-appearance throughout long, hard wear. Sanforized.*	Sizes 12 to 22	21.50	15.00	28.75	27.50	14.75	35.00	32.00
	Sizes 42 to 46	*23.75*	*16.50*	*31.50*	*30.25*	*16.25*	*38.50*	*35.25*
No. 55 Corvette Twill — One of our finest fabrics, closely woven to protect the body against dust, dirt and fumes. Lint-free finish guards against damage to precision instruments. Vat-dyed and Sanforized-shrunk.*	Sizes 12 to 22	24.00	17.00	32.00	31.25	16.50	39.00	36.00
	Sizes 42 to 46	*26.50*	*18.75*	*35.25*	*34.50*	*18.25*	*43.00*	*39.50*
No. 51 Gabardine—This all-cotton fabric excels in good looks and hard wear. Washable —Sanforized-shrunk* for permanent correct size.	Sizes 12 to 22	25.00	17.75	33.50	32.75	17.25	40.50	38.00
	Sizes 42 to 46	*27.50*	*19.50*	*36.75*	*36.00*	*19.00*	*44.50*	*41.75*

**Will not shrink more than 1%.*

In view of the fact that prices quoted are strictly wholesale prices based on quantity orders we cannot accept orders for quantities of less than one dozen Uniforms or Caps in any one style or color. We will, however, supply smaller quantities on the initial order where required for plant trial or display.

Rothman

MISS WAC WORK U DESIGNS HER OWN WORK CLOTHES

Kathleen North

(Taken from Factory Management and Maintenance, Volume 100, No. 11, November, 1942, pp. 99, 201-202.)

Men who try to choose clothes for women are likely to be in a spot. Maybe one man can pick out dresses for his own family--although there's room for doubt even there--but when a group of men try to decide what hundreds of women will wear for most of the time, the results can be disastrous. The women just won't wear them. To avoid such a situation the Sperry Gyroscope Company put the problems right up to the girls themselves.

It was five years ago that the Sperry Gyroscope Company began to employ women in its shops. At that same time it began to make studies of plant layouts and plant locations, so that it could be in a position of great flexibility in case a war should come.

When the war did break out in 1939, this company was ready to add the factory space and the people it needed. It was then that it became increasingly necessary to add numbers of women to staff its additional factory space.

Not Afraid to Plan

These years of experience in the employment of women have given Sperry the confidence with which to go ahead and plan whatever it believes is needed by them to make them efficient and happy on the job.

Great care is taken in hiring the girls. They have to pass rigid physical examinations. They are given aptitude tests. They are trained right in the plants. And they are told that there is plenty of opportunity for advancement--the faster they learn, the more important jobs they can get.

But, as the numbers grew, one thing was discovered almost at once. Women's clothes, in general, are not made for work on a factory floor. Dresses are not safe. Even if girls can be persuaded to wear typical work clothes, they won't wear the same outfits on the street to and from the job--which means they need locker rooms and a place to change from street wear to work wear. Space is at a premium, and production has the first call on it. It was decided, therefore, that some sort of uniform was desirable, providing it could be attractive, utilitarian, and safe--and that the urge to wear it could come from the girls themselves.

Sperry managers had a dual purpose when they came to that decision. They wanted to save space--yes. But it was also a matter of morale. Morale is an intangible thing, but probably every plant man will agree that without it production will fall far below its potential. Morale cannot be built merely by giving employees a pleasant place to work in and by sponsoring sports programs. It is something that comes from within the employee himself--or herself. Its outward expression is pride--of accomplishment and in the company. It is the thing that makes the soldier quite sure that his troop is the best in the whole army, in battle, or on the parade ground.

This is the spirit Sperry wants to inculcate in its employees. It is to develop this spirit that it wanted its girls to be proud to wear their uniforms both in and out of the plant.

The next step, therefore, was to employ a woman who could do this job of coordinating what the girls themselves really wanted in safety apparel. The mechanics of this discovery were fairly simple. At each time clock a notice was posted, asking that any girl interested in having a voice in choosing Sperry uniforms sign her name on a slip of paper, and deposit the paper in a box placed there for that purpose. From these names groups of 24 to 36 were selected at random from each of the Sperry plants.

A great many manufacturers of women's uniforms, housedresses, overalls, and work clothes were invited to send in samples of their products. These garments were put on hangers around the room. The girls who had been selected as "juries" were called together, told to get into anything that fitted them, show the clothes to the other girls present, so that everyone could comment on them and make suggestions.

Seventeen such groups were called together from the various plants and departments. From their combined opinions a set of 34 specifications was drawn up. The specifications were sent to Vera Maxwell, nationally famous designer of women's sportswear, to be made up into uniforms.

Uniforms Were Tested

Then came a period of testing. Uniforms were made up in different colors and materials, and six girls chosen to wear them, wash them, give them the "works." From the result of this final test came the decision. To supplement the uniforms, coats for street wear are being designed in the same colors.

Three uniforms and a hat are given to each girl. Coats are sold at cost--but there is no compulsion to buy.

Hats are designed for double duty. They were designed by Sally Victor, well-known milliner, assisted by the Sperry women's committees. These hats can be worn in the shop as a safe head covering. Then with a flick of the wrist, they can be converted into street-wear turbans that the girls really enjoy putting on.

All safety clothing--gloves, shoes, aprons--has gone through the same process of being selected and designed by the girls themselves. Not a stitch is taken, not a button changed, without telling the girls what is being done, and why.

Does this seem like a lot of trouble and expense? As morale is an intangible, so is it impossible to gage whether the money expended to encourage it is well spent. Sperry feels, however, that it is one of the ways to get what it wants most--output that will win the war.

* * * *

Special Letter for Effect
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Posters
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Value
Freight

Standards Booklet

W. B.

9

Uniforms

Eaton Mfg Co.

Axle Housing

requires month rear uniforms

Provides 2 per man -

2 pr slacks + jacket outfit

of dark blue rayon poplin

Co. Federal Insurance Co. Int Specifies

Plant Tires & Low Cut heels

NEWS

FROM *Executive Offices*
MONSANTO CHEMICAL COMPANY
St. Louis, Missouri

F. 379

For Release AT WILL

ST. LOUIS, Oct. 11--In preparation for the use of women in its chemical process plants--plants in which women never before have been employed--to permit capacity production of essential war materials despite the accelerated induction into the armed services of male employes, Monsanto Chemical Company has adopted a type of uniform styled to appeal to women who pride themselves on their appearance, and to follow the modern military motif in dress set by the WAVES and WAACS.

To arrive at a type of dress that would meet all safety requirements of a chemical plant, Mrs. Loretta Moushey, assistant director of the company's industrial relations section, studied the psychological reaction of women employes of many plants in other industries which have employed female help for years.

She found that while slacks were the only possible type of garment which could be recommended for use by women who would have active jobs involving climbing and overhead work, many women would object to wearing them because

Please address any inquiry on the above to - ROBERT L. TAYLOR
MONSANTO CHEMICAL COMPANY
St. Louis, Missouri

(more)

of the way slacks accentuate large figures.

Mrs. Moushey therefore, working with dress designers, evolved a jacket and slack suit, with attractive piping on cuffs and collar, and a Monsanto monogram on the pocket, which may be worn by women of large as well as those of medium and small build.

The suit has safety trouser cuffs and the blouses come in either long or short sleeves, depending upon the type of work involved.

For a cap, Mrs. Moushey designed a head-dress with a military tilt and so constructed that a plant identification badge may be worn on it. The costume, while entirely practical for work in chemical plants, is attractive enough that women employes will feel perfectly free to wear it to and from work--a development Mrs. Moushey feels certain to come because of the increasing difficulty in obtaining hosiery.

Safety shoes are being recommended for women in Monsanto plants and several styles are available for personal selection. They are oxford type, low heeled walking shoes with a concealed heavy toe protector, and come in either black or brown or a brown and white saddle oxford.

(more)

In many of Monsanto's operations, operating personnel wear khaki garments, maintenance and mechanical crews blue garments, and laboratory technicians white garments. Since it is anticipated the shortage of manpower will require the employment of women in each of these major departments, the uniforms have been made up in the three shades.

"The WAVES and the WAACS are the most attractively uniformed branches of the armed services," Mrs. Moushey said, "and we see no reason why, no matter what their build or type, women in industry should not also be uniformed attractively.

"For years, women have been employed in the mass production industries where their work required nimble fingers in sub-assembly work or the operation of punch presses and other machinery or where their extraordinary eyesight gave them aptitude in inspection work.

"The chemical industry, being a process industry, is somewhat different. Much of the work is carried on in so-called outdoor plants. This means that women employes must be comfortably outfitted.

"Work on the superstructures of chemical manufacturing units requires that employes go aloft. Obviously this prohibits the wearing of skirts and

(more)

demands slacks.

"As a matter of fact, we believe the uniform standard we have set up can stand the competition of the WAVES and the WAACS, and that women will find it a distinction to enter our employ because we, too, are an essential unit in the war production program and service by women in our plants is equal in importance in every way to service as a WAVE or a WAAC."

###

Monsanto Chemical
St Louis Mo

Gentlemen:

We are pleased to give you our prices on the girls' slack suits and caps, samples of which we submitted to you, made of the same materials as in these samples, namely white, tan and blue Sanforized preshrunk Twill. All of these styles are to be made with red braid trim on the collar and cuffs on the short sleeve garments, and on the collar only on the long sleeve garments.

Prices are as follows:

Style 7008 - Tan Blouse (short sleeves)	$1.55	each
" X7008 - Tan Blouse (long sleeves)	1.85	"
" 7009 - Tan Slacks.	1.45	"
Style 7010 - Blue Blouse (short sleeves)	1.55	"
" X7010 - Blue Blouse (long sleeves).	1.85	"
" 7011 - Blue Slacks	1.45	"
Style X7010- White Blouse (short sleeves).	1.50	"
" X7010 - White Blouse (long sleeves)	1.75	"
" X7011 - White Slacks.	1.40	"
Special cap, either white, tan or blue		
With braid	.50	each
Without braid.	.45	"
The word "Monsanto" embroidered in script on pocket as on sample	.03	per garment

These quotations are based on a minimum quantity of 25 dozen of each style.

Tokyo with 6,

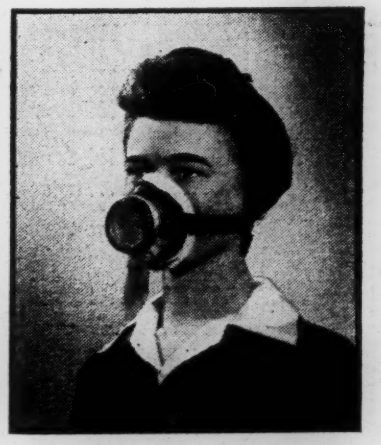
WHAT THE SMART WORKER WEARS . . .

SELLSTROM FACE SHIELD—Special protection from high temperature liquids is afforded by double thickness of acetate. Designed for protection at sides, top and bottom.

WELDERS' GOGGLES—Torch welding, while simpler than arc welding, has its potential risks too. Operators protect their eyes with replaceable-lens goggles like those shown.

9" FACE SHIELD—This shield protects against ordinary fragment hazards, without sacrifice of comfort and convenience. Lela Johnson shows how this type of shield is worn.

COMFO PAINT RESPIRATOR—Sprayer-applied paint sometimes forms a "dust" which is not only unpleasant but harmful. This respirator filters out the harmful paint particles.



DUST-PROOF RESPIRATOR modeled by Rose Mary Johnson, Dept. 164. Note how Miss Johnson's hair is safely, yet attractively, protected from danger of entanglement.

Rulings of 2 Agencies Provide Women Workers With Shoes

By the Associated Press.

DETROIT, Jan. 17.—A vexing problem in women's footwear at a war plant appeared solved to everybody's peace of mind today after a troubled management received help from two Government agencies.

Some of the 200 women handling oil-slippery bomb casings on an assembly line at Electromaster, Inc., did their work in bare feet. Others worked in stocking feet, bedroom slippers, wornout street shoes, or what have you.

If any one dropped a bomb casing on her toes, it would have been too bad.

But the catch was in the requirement of ration stamps for new shoes. The women, perforce, could look only with sympathy on management's pleas to buy heavy work shoes for protection. So they put their street shoes in lockers to save wear and tear and took a chance on escaping trouble.

T. H. Mack, company personnel director, wrote an urgent letter to the regional War Labor Board, pointing out that the women refused to spend ration stamps to buy "sensible factory shoes."

"The practice of wearing ancient dancing pumps, slippers, old street shoes and unrationed shoes is," Mr. Mack said, "extremely hazardous—almost as hazardous as wearing no shoes at all, which, as a matter of fact, has actually happened."

The board, acting on a company proposal to furnish its own safety shoes, ruled the plan could not be regarded as an indirect wage increase—a point in question—and approved it.

The Detroit Office of Price Administration helped out by permitting the company to put in a stock of safety shoes.

Offer to Yield | Women's Conference

GARMENT DESIGNED FOR GIRLS AT WORK

Sperry 'Safety Director' Finds Way for Them to Be 'Safe Though Happy'

The problem of keeping tens of thousands of girl employes "safe though happy" is not for an amateur to contemplate. But it has been solved at the four plants of the Sperry Gyroscope Company, Inc., in Brooklyn and Nassau County, according to Paul Wright, Sperry safety director, who became a fashion designer to turn the trick. He created the "Industriall," a two-piece garment that has most of the girls happy and trimly safe.

With the help of a committee of forty-five girls Mr. Wright spent a year seeking out a garment that would prevent accidents and yet make the wide variety of young womanhood working at the high-speed tooling machines reasonably satisfied. Scores of inquiries, by letter and telegram, were made at other industrial plants and clothing manufacturers before the problems involved could be solveed.

The result turned out to be a cotton-twill overall, streamlined to a point that has made many a girl, previously shunning slacks as unbecoming, turn with glee to the "Industriall."

It is comfortable and snug, allowing expansion to fit all sizes, through pleats. Broad shoulder straps prevent annoying movements of the adjustable straps. The second piece of the outfit can be of any type of short-sleeved, lint-free shirtwaist.

There is also a hat, fashioned after the style of the French Foreign Legion. It is complete with net top and net snood. Mr. Wright says the girls were well pleased with the new garment. So well in fact that 25,000 have already been sold. They cost no more than an inexpensive dress and are sold by the company without a profit.

Many colors were selected at first but finally a soft tan and "industrial blue" were chosen. The hat is a darker blue.

One of the major problems was getting a garment that would allow the girls "self-expression," Mr. Wright explained. He points out that a girl not satisfied with her appearance is an unhappy worker, usually. But by permitting variety in the use of blouses this problem was overcome.

Army First at Pratt School

The Pratt Institute School of Science and Technology has begun its second year of operation under an accelerated wartime program, it is announced by W. H. H. Cowles, the school director. He reports that because of the number of enlisted men due to study there under the Army Specialized Training Program, the school will have a reduced civilian enrollment this year.

Safety - 1940-1941

NEW YORK TIMES
FEBRUARY 18 - 1940

One in 10 Claims In Job Mishaps Involve Women

Metropolitan Area Report on Compensation Cases Shows Trend in Employment

By ANNE PETERSEN

The increasing role of women in industry is reflected, although in its unhappier consequences, in the records of compensated accidents and awards made under the Workmen's Compensation Law. Their growing assumption of the physical hazards of employment, along with its awards, is told by Miss Ruth A. Yerion, referee, who handles the majority of the women's cases in the New York area, where a large share of the State's industry is concentrated.

One case in ten brought before the board in this area, which includes Westchester County and all Long Island, is brought by a woman claimant. The year's total of compensation claims brought by women now averages 10,000, Miss Yerion estimated, and has shown a steady increase in recent years. A decade ago, the figures indicate, the number of women injured in industrial accidents yearly was approximately 6,000.

"The increase has been particularly noted since the depression," she said last week, as the board was preparing to observe the twenty-fifth anniversary of the compensation law in this State. "There was a tendency at that time to force out men wage earners wherever possible and replace them with women who could be hired for less."

Statistics compiled by the State Department of Labor, which administers the Workmen's Compensation Law, show that over half a billion dollars has been paid by industry in this State to nearly 2,000,000 injured workmen and their families since the law became effective in 1914.

Public insistence on passage of the measure is largely attributed to the indignation which followed the deaths of 145 women and three men in the Triangle Shirtwaist fire in New York City in 1911.

Majority Are Factory Workers

The majority of women claimants are factory workers, although they are not usually employed for as heavy tasks or as hazardous operations as men. However, this class of workers does not by any means suffer all the accidents that befall the working woman.

Close seconds in the compensation cases are janitors and houseworkers of every variety. Although domestic workers are not covered in the law, a majority of employers of large domestic staffs have voluntarily provided accident insurance for their employes.

But strains, falls and infections occur also among white collar workers, salesgirls, nurses, bakers, garment workers, waitresses, professional skaters, dancers and models.

Infections which can be incurred in almost any line of occupation may, unless properly and promptly treated, lead to more serious compensation claims than those for simple strained muscles or fractured bones.

Not all claimants are in the lower-salaried brackets. The department store buyer who received a fractured section of a vertebra in the stockroom, a fashion editor who slipped on the deck of a liner on which she was sailing abroad, and an actress who was injured in an automobile accident are typical of professional workers seeking awards who have been on Miss Yerion's calendar.

Ten years ago one referee was sufficient to handle all these bids for compensation for lost or reduced earning capacity, disability and medical treatments. But the increase in claimants among working women since that time has necessitated that a second referee devote half his time to their consideration.

In Less Hazardous Posts

"Although the proportion of women claimants is increasing, it is still true that women are engaged in less hazardous occupations than men," it is explained by Miss Yerion. "They constitute one-tenth of the claimants, but from the latest statistics gathered by the Department of Labor they constitute one-fourth of the total of employed persons in this State."

She also pointed out that because compensation is based on the average earnings for the year before

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She also pointed out that because compensation is based on the average earnings for the year before the accident, and because women's earnings are proportionately less than those of men, their share of the compensation awards in the year's total does not loom as large as might be expected. Moreover, statistics show that there are fewer deaths from industrial accidents among women than among men workers.

Rehabilitation of injured workmen and women to prepare them to take up their occupations again, once they have recovered, is the task of the after-care department. A number of cases which have suffered partial disability have had their earning ability restored, to some degree, through its services.

Miss Yerion, whose hearings involve a great deal of medical as well as legal testimony, has handled the women's calendar since 1934, when she received her appointment as one of five competitive civil service referees in the State. She is a graduate of Yale Law School, a member of the New York bar and a former president of the Phi Beta Kappa alumnae in New York.

Style Show for Kentucky Gr

Lifting Heavy Weights in Defense Industries

Methods for Conserving Health of Women Workers

WOMEN'S BUREAU U. S. DEPARTMENT OF LABOR

Special Bulletin No. 2

UNITED STATES DEPARTMENT OF LABOR
FRANCES PERKINS, Secretary
WOMEN'S BUREAU
MARY ANDERSON, Director

✦

Lifting Heavy Weights in Defense Industries

Methods for Conserving Health of Women Workers

Special Bulletin No. 2 of the Women's Bureau

United States
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Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, February 3, 1941.

MADAM: I have the honor to transmit herewith a report on Lifting Heavy Weights in Defense Industries, summarizing the methods of conserving the health of women employed in such work. This study grew out of the need expressed by employers considering an expansion of their woman labor force for a simple outline of the problems involved and the steps necessary to protect women workers. It is hoped that training programs for women in defense work will give consideration to training in efficient methods of lifting and carrying.

To Dr. Alice Hamilton, medical consultant for the Department of Labor, and to Surgeon O. F. Hedley of the Division of Industrial Hygiene, National Institute of Health, both of whom read the report and made valuable comments and suggestions, I extend my thanks.

The research and the writing of this report are the work of Margaret T. Mettert of the Women's Bureau Research Division.

Respectfully submitted.

MARY ANDERSON, *Director.*

Hon. FRANCES PERKINS,
Secretary of Labor.

LIFTING HEAVY WEIGHTS IN DEFENSE INDUSTRIES

Methods for Conserving Health of Women Workers

I. Guard against injury to physique in the lifting of heavy weights.
II. Analyze the elements in weight lifting to develop methods of saving energy.
III. Overcome the dangers involved in lifting heavy weights by using certain methods.
    1. Introduce lifting and conveying devices.
    2. Provide efficient conditions for work.
    3. Inform workers as to proper methods of lifting.
IV. Train workers to use the most economical methods of carrying weights.
V. Protect the health of workers in heavy industries by physical examinations.
VI. State regulation of weight lifting is more effective through the general authority granted regulatory bodies than through specific laws fixing maximum weights.

★

Factory-employed women in the United States in peacetime production are in light work almost exclusively. In a recent investigation by the Women's Bureau in the metal and machinery manufacturing industries of New Jersey, no women were found lifting and carrying material weighing over 25 pounds.

Experience both in this country and abroad has shown that in war industries women's employment involves lifting much greater loads. It is fairly certain that women in the United States soon will be employed on much heavier processes in defense production, with the immediate demands for rapidly increased output and the possible later shortage of male labor. Hence it is important to review the conditions that have been established as necessary to prevent serious injury to the health of women workers when engaged in processes demanding heavy lifting.

In the Bureau's recent study it was found that some of the metal and machine plants visited had employed women for heavy work in the war of 1914–18 and were considering their use at similar work for the present defense program. This work included:

Shell inspection (50 pounds). Shells would not be carried by women, but lifted, turned, and rolled on an inclined table.

Truck driving and loading. Lifting of various amounts into trucks.

Hand core making. At present women work on cores of 25 pounds or less. In the case of labor shortage they would be called upon to make larger cores.

Work on screw machines, lathes, presses, in which the material worked is of heavy weight.

The types of jobs that will require women to lift more considerable weights also can be shown from past experience. A partial list of occupations in which women were employed at various kinds of heavy work in the World War indicates the types of such work they may be expected to do now.[1] These include, for example:

Lathe operation on heavy work. Heaviest in munitions plants, where they cut shells weighing 19 to 100 pounds. (On heavy shells mechanical lifting aids were available.)

Operating automatic gear cutting or shaping machines to cut spur and bevel gears. Blanks from which gears were cut by women were very heavy.

Turning metal into rods, bars, wire, or sheets. Feeding and receiving strips through rolls. Much of the work entailed lifting of heavy ingots.

Core making. Heaviest core made successfully by hand by women in 26 firms studied weighed 45 pounds.

Loading shells. Lifting shell (weighing from approximately 20 pounds up), holding plug against revolving shaft, which grasped plug and unscrewed it.

Labor in petroleum refining. (369 women were found in 6 firms employed as laborers in various types of heavy work.)

Tire-making processes. These involved lifting tires weighing 14 pounds or more on and off spools. In some cases men were hired to do the lifting.

Unskilled manual labor. Much of this work involved lifting and pushing heavy materials. The maximum weight pushed by a woman was 750 pounds.

Loading and unloading.
Transporting material.
Shoveling sand and coal.
Piling boards in lumber mills.

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[1] See Women's Bureau Bull. No. 12, 1920, especially pp. 100, 106–107, 108, 124, 128, 129–130, 133. (Out of print but available in libraries.)

In Great Britain still further types of heavy work were done by women during the World War. In a study of the physique of over 3,000 industrial women, they were found doing severe muscular work in the following occupations:[2]

Chemical works—Navvy work: One woman shoveled 20 to 25 tons of crude borite a day, lifting it to a height of about 2½ feet.

Brick setting and drawing—Filling and emptying ovens: Each girl carried three or four bricks, weighing 26¾ pounds each, a distance of 70 to 80 yards.

Brick molding: Slammed clay into wooden molds, then placed molded brick to dry on steam-heated stone floor. Women wheeled barrows containing 4 to 4½ hundredweight of bricks.

Tin-plate industry—Opening, cold rolling, reckoning, pickling: Lifting was an essential part of each process. The average proportion of load to body weight was found to be 58 percent for young girls.

Sanitary-pipe manufacture: Carrying pipes of 24 to 50 pounds about 40 yards to be dried. Average weight lifted, 6.6 tons a day. Also, feeding pipe-making machines with wedges of clay. (The physique of girls in this industry was poor.)

Nuts and bolts: Press operators carried pans of nuts and bolts to their benches, the size of the load being left entirely to the worker. One woman carried as much as 93 percent of her body weight.

Pottery: Carrying of tiles, and baskets and bungs of biscuit ware. Ordinarily two women carried basket between them.

Paper: Carrying bundles of paper for sorting. Average load 57 percent of worker's body weight.

Aerated waters and beer bottling: Stacking crates to heights sometimes exceeding height of worker.

Woolen and worsted: Load of 180 to 190 pounds carried by two women.

I. Guard Against Injury to Physique in the Lifting of Heavy Weights

Much that may be said as to the proper methods of saving human energy in weight lifting applies to men as well as to women. Moreover, new applications of energy-saving lifting

[2] Great Britain. Industrial Fatigue Research Board, Report No. 44, The Physique of Women in Industry, 1927, pp. 20, 21, 118, 120, 121, 122, 125.

devices in industry are appearing constantly. However, there still are important physical factors that must be considered as applying particularly to women.

1. Limited strength of average woman precludes her employment in work that is excessively heavy.

It has been found that the strength of the average woman is a little more than half that of the average man. This has been substantiated again by recent reports, which continue to agree with quite early studies made in Great Britain and other European countries.

The International Labor Office accepts the results of Josephine Joteyko's researches in France. She found that tests gave the index of strength of women by the dynamometer as 570/1000 that of man; the index of resistance by the ergograph as 679/1000.[3] Research by the British Industrial Fatigue Research Board substantiates these findings.[4] Still earlier, in fact, more than 55 years ago, the Anthropological Institute of Great Britain and Ireland concluded that "the female differs from the male more conspicuously in strength than in any other particular." This conclusion was reached as a result of a study by a pioneer authority in this field, Sir Francis Galton, who made careful examination of almost 6,400 adults—4,726 men and 1,657 women.[5]

2. Heavy lifting especially affects women's physical structure.

Continual lifting of heavy loads results in deformities of bone structure that may have serious effects at childbirth. To quote from findings of the International Labor Office: [6]

> When women have habitually to carry heavy loads (e. g. in the country or mountainous districts), skeletal deformities are noted (of the vertebral column, lower limbs), alterations in the thoracic capacity and abdominal walls. Thus, for example, a broadening in the lumbar region of the spine in women who carry loads with crushing together of the vertebrae, bringing about diminution in height, deformity of the

[3] Joteyko, Josephine, La Fatigue et la Respiration Elementaire du Muscle. Paris, 1896. Quoted in International Labor Office, Occupation and Health, Brochure No. 152, Women's Work, Geneva, 1929, p. 5.

[4] Great Britain. Industrial Fatigue Research Board, op. cit.

[5] Galton, Sir Francis. In Journal of the Anthropological Institute of Great Britain and Ireland, vol. XIV, February 1885, pp. 275, 278.

[6] International Labor Office, Occupation and Health, op. cit., p. 18.

pelvic basin with harmful effects on the development of pregnancy. Occupational cramp of the lateral muscles of the neck, pains of the brachial plexus, suboccipital nerves, movable kidneys, cardiac and thyroid hypertrophy, and so forth have been reported.

During pregnancy marked variations in certain physical factors should be considered in connection with weight lifting. Respiration, pulse rate, composition of the blood, and so forth, which even in the normal woman differ from those of man, show more marked variations during pregnancy. Pregnancy affects the work of the heart, increases the volume of the blood, the venous blood pressure and the heart rate and displaces the heart upward. There is noticeable diminution of the amplitude of the respiratory movements, and a diminution of muscular power.

Similarly, some authorities have found that lifting aggravates menstrual troubles. A Russian investigation showed menstrual troubles prevalent among 69.5 to 78 percent of the women who did heavy lifting and carrying, as against 26.5 to 39.2 percent among those in the occupations not requiring weight lifting. These findings were based on a study of 1,450 women employed in the peat, coal, and metallurgical industries. As a control, women in textile work and tramway conductors in Moscow were selected. The troubles referred to were most frequent for the younger groups—19 to 25 years. Inquiry showed the difficulties to be in direct proportion to the amount of occupational work.[7]

II. Analyze the Elements in Weight Lifting to Develop Methods of Saving Energy

The elements entering into weight lifting and carrying must be analyzed, and conditions and methods of work adapted to the worker, in order to promote efficiency in the employment of women in occupations of a heavy nature. To do this, scientific study should be given to the following factors, both separately and in combination:

[7] Okunjeva, Steinbach, and Schtscheglowa, Moscow, 1927, quoted in International Labor Office, Occupation and Health, Brochure No. 152, Women's Work, Geneva, 1929, pp. 19–20; Moore and Barker, American Journal of Physiology, 1923, p. 405; Lee, Frederic S. The Human Machine and Industrial Efficiency, London, 1918, pp. 58 and 59.

1. Weights of units lifted.
2. Ratio of load to body weight.
3. Quantity lifted in a day.
4. Levels of lifting.
5. Compactness of load.
6. Distance and changes of level traversed in carrying load.
7. Interference of loads:
   - With normal gait.
   - With normal respiration.
   - With normal center of gravity.
   - With local movement, i. e., pressure on joints or bones or chafing of skin, and so forth.
8. Temperature and ventilation of workplace.
9. Method of lifting:
   a. Wide stance results in unnecessary strain on groin.
   b. Lifting with shoulders lower than hips results in unnecessary strain on back muscles.

III. Overcome the Dangers Involved in Lifting Heavy Weights by Using Certain Methods

The analysis in the preceding paragraphs points naturally to the means for the most efficient employment of women who must use heavy materials or carry loads in connection with their work.

1. Introduce lifting and conveying devices.

Mechanical devices for conveyance are now designed to meet almost every serious problem of weight lifting and carrying.

2. Provide efficient conditions for work.

The first step should be to plan the best possible arrangement of the work. Such arrangement should include [8] (1) Reorganization of work lay-out to eliminate unnecessary lifting from one level to another. Vertical lifting is most costly in energy. Much lifting women do in feeding machines can be eliminated by having material on a level with the machine; (2) where lifting is necessary, arranging the work so that the worker does not have to stack above her height; (3) reorganization of work lay-out to shorten distances where carrying is

[8] Weight Lifting by Industrial Workers. Home Office Safety Pamphlet No. 16, London, 1937, pp. 16, 17, 18, 19.

necessary; (4) temperature and ventilation standards are of particular importance, especially in heavy work where allowance should be made for loss of excess heat without undue chilling of body.

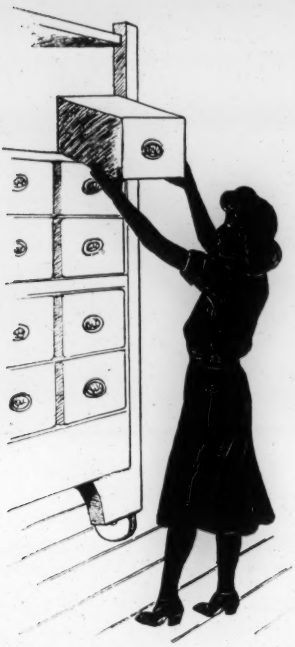

Figure 1.—Stacking above the worker's height strains the abdominal muscles.

3. Inform workers as to proper methods of lifting.

First instruction to the new employee is not sufficient. It must be repeated often.

(1) Women in particular should be informed as to methods that will prevent undue abdominal strain:

To keep the feet close to the object.
To use a narrow stance, the feet approximately 8 to 12 inches apart.

(2) Young girls need very special supervision and training in proper methods of lifting and carrying. Studies show that young girls may suffer seriously from lifting because of the possibility of malformation in bone development.

Young girls and boys lack the judgment to determine the unit of weight to be lifted. For example, investigation showed that a girl suffering from a strained back was carrying about two and a half times the normal load, though she had to walk only about 30 feet, because she was working on a bonus system and wished to save time. Other girls were doing the same thing.

(3) Some methods of lifting and of carrying loads are much more efficient and less tiring than others, and workers should have instruction in these methods. Back muscles are protected from strain and exert a minimum

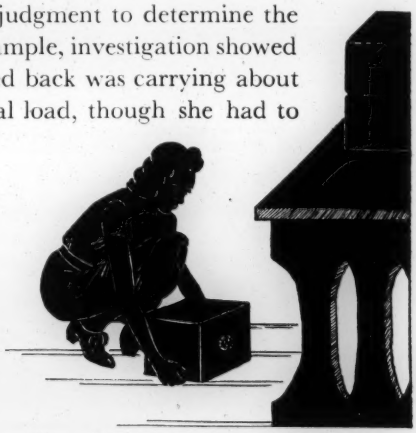

Figure 2.—With narrow stance and feet close to object worker bends her knees, putting brunt of strain on leg muscles rather than back. (By courtesy of National Safety Council, Safety Fashions for Women in Industry, p. 10.)

of effort when the worker bends her knees, crouches by the object, then lifts by straightening the knees and standing erect.

A frequent cause of back injury is improper lifting, that is, lifting with the back muscles rather than the leg muscles. A special survey by the New York Department of Labor found 72 cases of back injuries to women lifting heavy materials in industries of the State in 1930.[9]

IV. Train Workers To Use the Most Economical Methods of Carrying Weights

The major considerations in the carriage of weights are to secure the greatest economy of effort consistent with efficient work and to assure freedom from strain in carrying that must be continued for a considerable period.

1. Of the common methods of carrying by women in industry the most economical and comfortable is carriage on the shoulder. This method leaves free the lower limbs and does not result in fixation of the chest. (Note cover illustration.)

2. Tray carrying, a common job requirement for women in factories as well as in domestic work and other service occupations, is satisfactory only for short distances and irregular work. Local fatigue of arms and wrists is marked in continued transportation by this method. There may also be unpleasant pressure on abdomen or thighs. The tray may interfere seriously with normal gait and alter bodily posture to the point of greatly increasing fatigue. Prolonged work with such loads may result in an habitual slouch. A load carried in front of the worker may interfere with vision of the floor surface and be a cause of falling. Heavy loads interfere with respiratory and circulatory functions. Where this type of carrying cannot be avoided, work periods should be appropriately short, or rest periods should be especially frequent.

Figure 3.—Tray carrying is fatiguing to arms and may be a cause of falls.

3. Carrying bundles at the sides.

[9] New York. Industrial Bulletin, April 1931, Compensated Back Injuries in New York State in 1930, pp. 222–224.

one in either hand, has the advantage of not disturbing body balance and not interfering with freedom of locomotion. However, marked local fatigue in hands and arms makes this an impractical method for *long continued* work. The drag on the shoulders interferes somewhat with respiration.

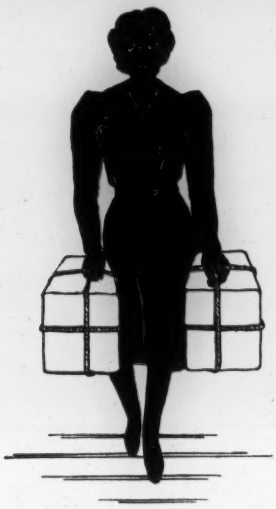

Figure 4.—Fatigue of hands and arms makes this an impractical method for continuous carrying.

4. Carrying on the hip requires bending of the body to the side to compensate for the lateral load. It interferes with normal walking and to some extent with natural breathing. Workers find it particularly tiring because of fatigue to the arm and rubbing of the hip. For certain purposes it may be an advantage, since the load can be taken up from a table with ease and it leaves one arm free.

Importance of rest periods in heavy occupations.

If awkward postures in lifting and carrying are unavoidable, they should be maintained only for short periods.

Rest periods have been used with good results in heavy industries. They are essential because of the effect of lifting and carrying on respiration—the need for making up oxygen deficits. The length of such rests should be related to the duration of the periods of muscular work and its severity.

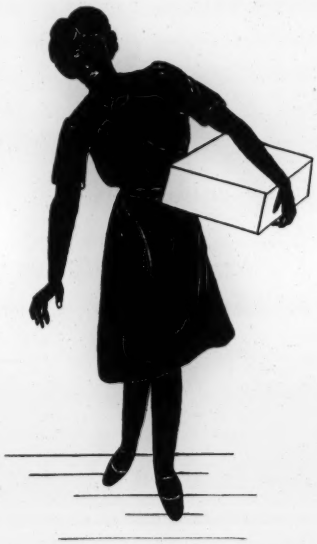

Figure 5.—Interference with normal respiration and gait results from carrying weights on the hip.

V. Protect the Health of Workers in Heavy Industries by Physical Examinations

During the World War good results in protecting the health of

women workers were obtained in some companies by pre-employment physical examinations. Where the employment rights of the worker are adequately protected, such examinations are advisable in heavy industries employing women.

In these examinations it is especially important that proper safeguards be assured for the worker. It is suggested that a plan similar to the Wisconsin one be put into effect for that purpose. This plan, adopted unanimously by representatives of organized labor, calls for examinations to be made by a physician selected by the employer. In the event of grievance the examined employee makes written complaint to the State Industrial Commission, an investigation is made, and if the grievance is justified the employer is required to have all further examinations made by another physician.[10]

The job should be fitted to the capacities of the individual. When a prospective worker gives a history suggesting disorders such as tumors or complications of pregnancy, examination should indicate whether carrying heavy materials may be suitable work. In every case the medical history should include a definite statement about the interval between a previous pregnancy and employment involving heavy lifting.

Of course, there are many disorders not peculiar to women that should preclude employment in heavy work and should be found in examination prior to employment. Such examination should weed out cases of heart disease, hypertension, obesity, neurocirculatory asthenia, tuberculosis, hernia, and other conditions.

VI. State Regulation of Weight Lifting Is More Effective Through the General Authority Granted Regulatory Bodies Than Through Specific Laws Fixing Maximum Weights

Though research has indicated that the most economical load is about 35 percent of body weight, there are so many variations both above and below this figure in individual cases that scientific establishment of a maximum that would

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[10] Wisconsin Industrial Commission. Physical Examination of Industrial Workers. Madison, Wis., 1939.

apply to all women is impossible. All the elements in weight lifting, such as compactness of load, levels of lifting, and so forth, must be considered as well as the physical characteristics of the individual who is to do the work.

In line with the method of protection through individual physical examination, State administrative bodies engaged in factory inspection should have authority to inspect and to advise and fix rules concerning conditions under which women work where the jobs involve heavy lifting.

The present State regulation is inadequate as it stands and serves chiefly to show that a need for protection of women has been recognized in six States. The following list summarizes existing regulations:

CALIFORNIA.—

1. Boxes, baskets, or other receptacles weighing with their contents *50 pounds or more* must be equipped with pulleys, casters, or other contrivances so they may be moved easily. (Any establishment employing women.)
2. Prohibits carrying any receptacle weighing with its contents *10 pounds or over* up or down any stairways that rise more than 5 feet from the base. (Any occupation, trade, or industry.)
3. Specifies *25 pounds as maximum* weight to be lifted or carried. (Any occupation, trade, or industry.)

MASSACHUSETTS.—Receptables weighing with their contents *75 pounds or more* must be equipped with contrivances enabling them to be moved without lifting. (Manufacturing and mechanical.)

OHIO.—Prohibits employment requiring frequent or repeated lifting of weights *in excess of 25 pounds.*

PENNSYLVANIA.—

1. Prohibits the lifting of *heavy* weights in explosive plants.
2. In welding and cutting operations, prohibits the lifting of material weighing *more than 15 pounds.*

UTAH.—Prohibits the lifting of burdens *in excess of 30 pounds* and carrying of *more than 15 pounds.* (Any establishment.)

WASHINGTON.—Prohibits lifting or carrying an *excessive* burden. (Manufacturing and mercantile.)

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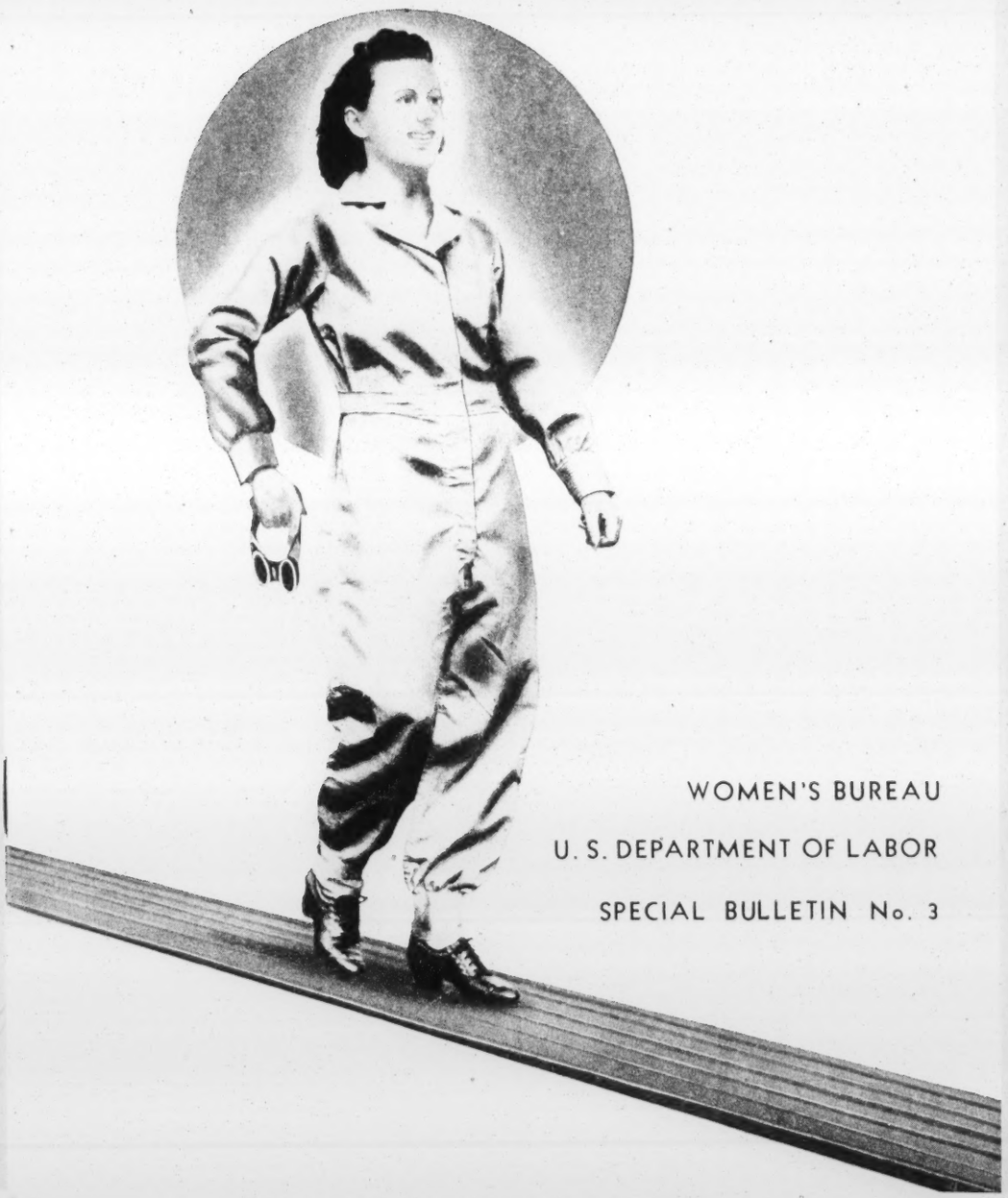
May - 1941

SAFETY CLOTHING FOR WOMEN IN INDUSTRY



WOMEN'S BUREAU
U. S. DEPARTMENT OF LABOR
SPECIAL BULLETIN No. 3

UNITED STATES DEPARTMENT OF LABOR
FRANCES PERKINS, SECRETARY

WOMEN'S BUREAU
MARY ANDERSON, DIRECTOR

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Safety Clothing for Women in Industry

SPECIAL BULLETIN NO. 3 OF THE WOMEN'S BUREAU

United States
Government Printing Office
Washington : 1941

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Letter of Transmittal

UNITED STATES DEPARTMENT OF LABOR,
WOMEN'S BUREAU,
Washington, May 23, 1941.

MADAM: I have the honor to transmit herewith a report on safety clothing for women workers, constituting the third in the series of special bulletins for the employment of women in the defense program.

The research and the writing of this report are the work of Margaret T. Mettert of the Bureau's Research Division.

Respectfully submitted.

MARY ANDERSON, *Director.*

Hon. FRANCES PERKINS,
Secretary of Labor.

Courtesy American Mutual Liability Insurance Co.

SAFETY CLOTHING FOR WOMEN IN INDUSTRY

The well-dressed woman in industry is a safe worker.
Clothing suitable to the job helps to avoid accidents.
Consider your feet first.
Wear your goggles; you can't replace an eye.
Wear a cap around moving machinery.
Work dress must suit the job to be safe.
Hand coverings can prevent skin infection and other injury.
Jewelry has no place in the factory.
Jobs with special dangers require special kinds of work clothing.

★

The Well-Dressed Woman in Industry is a Safe Worker

Safety clothing is designed for its attractiveness as well as its utility. It has become fashionable to dress and act so that accidents cannot happen. The girl who was afraid to carry a mirror lest she bring bad luck by breaking it has become the girl who knows that accidents have definite causes that can be avoided.

Clothing Suitable to the Job Helps to Avoid Accidents

Safety conventions have so far recognized the importance of safe clothing that they have included on their programs "fashion parades" (see frontispiece) of clothes designed especially for industrial women. Designers have in mind first safety, then convenience, wearability, comfort, cleanliness, and coolness. Attractiveness is given due consideration.

In selecting the material for uniforms it should be borne in mind that lightly starched fabrics are said to be more resistant to fire than are fabrics without starch, and that cellulose fabrics are more inflammable than cotton.

Safety clothing of various types has saved many thousands of workers from permanent crippling, disfigurement, or blindness, and many more from time lost from work and weeks of pain and illness.

Much fatigue and nervousness can be laid to badly fitting shoes. If you suffer from chronic fatigue or pain in your feet or in the muscles of your legs, ask the plant physician or nurse to advise you about the right kind of shoes to wear.

The correct shoe is long enough to place the ball of the foot in the tread of the shoe. The shoe allows for the natural spread of the toes, and fits snugly around the heel and instep. The heel is medium or low. The foot should always be measured with the standing weight placed on the measuring rule. The width should be fitted as carefully as the length. If deformities exist, exercise and mechanical devices will help.

High or run-down heels and thin or worn soles can be the direct cause of a fall. Well-fitting shoes with low heels and good soles can help to maintain footing on wet or slippery floors.

Falls are a major cause of women's injuries in industry; and they are especially serious, and result in much loss of time, among older women. Important causes of falls are wet, slippery floors and other evidences of poor factory housekeeping.

Some occupations require the wearing of safety shoes. Usually this is necessary if there is any danger of dropping heavy material. They can be as comfortable to wear and as attractive in appearance as an ordinary shoe. Such shoes with reinforced vamps have saved the loss of many toes. Several nationally known firms make them in all sizes for both men and women.

A specially designed foot protector for girls working in an optical-glass department is shown in figure 1. Made of chrome leather, it has a piece of aluminum curved to fit the top of the foot. This is protection to the instep and top of the foot against falling glass or other falling objects. Where workers handle acids, or where conditions of great heat or moisture exist, wooden-soled shoes have been designed.

Courtesy Pittsburgh Plate Glass Co.
Fig. 1.—Foot protector for girls in glass manufacture.

Women who work where explosives are manufactured or handled must wear shoes with sewed or wooden-pegged soles and heels with copper nails.

Wear Your Goggles—You Can't Replace an Eye

Wear an approved safety goggle in all work even remotely hazardous to your eyes. Accidental eye losses cost industry about 50 million dollars a year. They cost each worker who loses an eye his most precious possession, his sight. In New York alone almost 2,000 workers a year suffer eye injuries severe enough to make them eligible for compensation benefits. The most frequent cause is flying bodies. Other causes are tools or machine parts and splashing liquids. No one can tell when or how an eye accident will happen, and precautions should be taken.

Goggles are made in lightweight comfortable frames to wear by themselves or to fit over prescription glasses. There was a time when goggles were crude because a glass had not been produced that could stand heavy blows. Now glass can be so tempered that it will not shatter from any blow.

One company mounts on a bulletin board each pair of broken goggles and the object that broke them. Most of them come from men and women on jobs where the operation does not seem dangerous to the eyes. At least one large manufacturing concern requires goggles on every job, and visitors must put them on before entering the plant. This company saved itself $116,000 in 2 years by this requirement. More important, it saved at least 100 eyes in a period of 10 years.

Among the jobs where goggles should be used are upholstering and sewing-machine and grinding operations. Goggles have saved more than one eye from broken needles in sewing occupations.

Wear a Cap Around Moving Machinery

In a Government arsenal employing many women the statement was made recently in answer to a Women's Bureau inquiry that a woman's hair is the greatest hazard in her employment on machinery. It is possible for the electrical attraction in moving

machinery to draw free hair into the machine (as a brush draws the hair after brushing), with very terrible results. For this reason a net should be worn or the hair should be cut short.

After years of experiment a company employing many women at work with revolving machines, and some in dusty operations, has decided on a uniform head covering, attractive in appearance as well as efficient in protection.

Two problems are present—confining the loose hair and preventing the possibility of revolving machinery catching in the hat and then in the hair. The distinctive features of the cap decided on are its height (the top does not touch the girl's hair) and its stiffness (it will not catch in revolving machinery). The head size is not small, so the hat would be thrown off if a girl did strike a piece of machinery. One girl, after wearing it at her machine operation for several days, remarked that she never before had realized how close she was working to her machine. The touch of the cap warned her she was too close.

Wearing a net to cover all the hair and hold it close to the head may be necessary where a girl has a lot of hair and the hat does not entirely cover it.

In this company the management arrived at the best solution to its hat problem by cooperating with the girl at the machine on questions of design, material, and comfort. Suggestions for such a uniform headdress can be given by the workers after the problem is outlined to them.

After careful consideration, the National Youth Administration has adopted a cap for its girl employees in factory work. This cap is visored to shade the eyes, is full so that all the hair may be covered. It is light, comfortable to wear, and washable.

In jobs where dust of any kind is present, and they are many, a well-fitting cap of closely woven, easily laundered material adds to comfort and health. The head covering in figure 2, designed to protect the hair and scalp from soda bicarbonate used in certain operations, is made of white batiste in the shape of a triangle and hemmed on all edges. Wrapped around the head and tied in front, it furnishes complete protection.

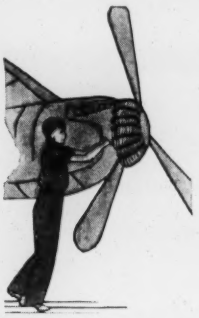
Courtesy Pittsburgh Plate Glass Co.

Fig. 2.—Head scarf for protection against harmful dusts.

Work Dress Must Suit the Job To Be Safe

The time has passed when clothes selected for the Easter parade may eventually become work clothes, no matter how unsuitable. Tight-fitting garments cause strain that increases fatigue. Loose, full dress around moving machinery invites serious injury.

The girl working in airplane repair should wear slacks and blouse with short cuffless sleeves, or short-sleeved coveralls, to give freedom of movement without danger of catching on protruding equipment.



A similar uniform is necessary for the woman working near any moving machinery. It may be slacks and blouse, coveralls, or one of the various types of knicker suits that have been designed. The important things to remember when dressing for work at or near moving machinery are no loose sleeves, no full skirts, no ties or frills to catch in moving parts. (See frontispiece.) Both slacks and sleeves should be made without cuffs. Long sleeves rolled up are even more to be shunned than cuffs; the loose roll caught in a machine is most resistant to tearing and a serious arm injury may result. Pockets are to be considered, too, and no outside pocket at all is the safest rule. If an outside pocket is necessary, the Bureau of Home Economics advises a flat-seamed pocket or flat hip pocket.

On bench assembly work and other factory work without special hazards, either a simple well-fitting short-sleeved dress or slacks and blouse like that in figure 3 are appropriate. Freedom of movement spells comfort and efficiency in any work. Pleated backs in blouses and well-cut garments contribute to freedom.

A special dress for work is necessary, too, where there is dust or other soiling agent. Protecting the street clothes of men and women working with chlorinated naphthalene in the manufacture of insulated wires and electrical condensers was found essential to prevent cases of serious skin eruptions to young children and other members of the workers' families. Uniforms highly starched prevented absorption of the poison. In case of any

poisonous dusts, exposure time is doubled by carrying the poison around on street clothes.

Courtesy National Safety Council.

Fig. 3.—Well-cut slacks and blouse spell comfort and safety while working near machinery.

With some materials skin contact is known to be a more important cause of poisoning than respiration or digestive contact. Street clothes must never be contaminated by such materials.

For the comfort of women who must work in cold places a ski type of trousers has been devised of warm material, fitting well about the ankles and topped by a closely knitted sweater.

Hand Coverings Can Prevent Skin Infection and Other Injury

Work gloves must be chosen for the job in which they are to be used. They must be comfortable and durable, as well as protective. Gloves are more than a decorative accessory for the woman in industrial work. Protection of the fingers and hands can go a long way in cutting down the number of injuries to women. Hands and fingers are used in practically every operation connected with earning a living. Even a slight accident to the fingers can completely disable a worker for the occupation that requires nimble fingers and accurate handling of small parts. According to some State reports, approximately half of all occupational injuries to women affect hands and fingers. Gloves can furnish adequate protection in many cases.

Much assembly work requires handling sharp or rough objects. An ordinary durable glove of inexpensive type will mean comfort and safety in this kind of work. Where the parts handled are small, rubber finger guards may be sufficient. Adhesive tape so often seen around the workers' fingers is a poor substitute, since its constant use has a harmful effect on the skin and may even be the cause of a definite irritation.

An operator handling sharp particles wears hand protectors of leather such as goatskin to protect her hands from the minute chips. Rubber finger guards are worn to make it easy to handle the small parts.

Figure 4 illustrates the need for gloves in another operation at which many women work—inspection of tin plate.

Hands are most often affected by the skin diseases caused by a great variety of substances used in industry. Gloves made of fabrics that absorb moisture may become so saturated with the harmful substance that they are worse than no gloves.

The United States Public Health Service has studied fabrics to find satisfactory protection against such harmful materials. As a result they recommend as the most suitable protection against skin irritants Pliofilm, Vinylite, and Koroseal. These materials prevent the irritants from coming in contact with the skin and they have the advantage of not being inflammable.

Courtesy Carnegie-Illinois Steel Corp.

Fig. 4.—Leather gloves and apron used in tin-plate inspection.

They are easily washed with soap and water. With ordinary care they will last for months in rough occupations. In gloves they have an elasticity like rubber, without the clammy feeling of rubber. They can be used where rubber would be attacked by the chemicals used, or where the worker is allergic to rubber itself. Rubber has other disadvantages, aside from its uncomfortable feeling; it is heavy, tears easily, and may cause dermatitis in susceptible workers.

Protective hoods, sleeves, gloves, and aprons of this type of material may be worn. Sleeves should fit snugly over the gloves so that wrists as well as hands are protected. Such protection is especially helpful where objects are lifted above shoulder level and may run down onto the forearm, or where material may collect on the edge of the glove and be rubbed into the wrist.

Gloves used in working should be considered carefully from the point of view of comfort. Leather gloves particularly should be checked for heavy rough seams or rough edges. Continual irritation of the skin opens the way for infections.

Gloves are used more than any other single item of protective clothing, but around moving machinery a glove is as taboo as a necklace or a ring. Serious accidents have been caused by wearing gloves while operating drills, punch presses, lathes, and other machines. It is a temptation to wear gloves because of the frequent contact with oil and greasy objects. Substitute protection is available for such occupations in the creams and varnishes on the market. No one cream or varnish is suitable protection for all substances, and the best method is to use the specific type of protection advised for each general group of irritants. In many cases pure lanolin or a cream with a lanolin base is adequate. Examples of mixtures requiring special protection include chlorinated solvents, gasoline, chemical mixtures; turpentine; alcohol; turpentine and hydrosolvent mixtures. For such mixtures advice about the protection to use should be given by the plant physician.

An important consideration when a cream or varnish is used for protective covering is that it may be washed off with a suitable soap cleanser.

Jewelry Has No Place in the Factory

No jewelry is suitable for factory wear. The useful wrist watch, the frivolous earrings, necklaces, rings, and bracelets, though attractive in themselves, have no place in the factory. Some companies make definite rules that no visible jewelry may be worn.

Jobs With Special Dangers Require Special Kinds of Work Clothing

Safety clothing now provides protection against almost any hazard in any type of work. The worker dressed specifically for her job is safety conscious and less likely to have an accident.

The following list indicates the particular personal equipment necessary in cases of exposure to the hazards listed:

If the hazard is—	*The worker should wear* [1]—
Corrosive substances, alkalies, or acids.	Coat or apron of rubber; rubber or chrome leather shoes with wooden soles and, in case of corrosives, with sewed sole; arm and leg protectors of glass-fiber cloth; fiber-metal alloy, or rubber; gloves of rubber or rubberized cotton; rubber hat or hood.
Cuts	Chrome leather is advised for coat, apron, shoes, leg and arm protectors, and gloves. Metal mesh may be necessary in apron and in arm and leg guards, and gloves may be of canvas, metal mesh, or cotton. Head covering may be of plastic composition, duralumin, or vulcanized fiber.
Dermatitis	Clothing of rubber. May necessitate coat or apron, shoes, arm protectors, gloves.
Falling objects	Shoes with reinforced toes; arm and leg protectors of fiber-metal alloy; head covering of plastic composition, duralumin, or vulcanized fiber.
Falls or slips	Shoes with nonskid soles.
Flying particles	Same as for punctures and blows (which see) with the exception that shoes with reinforced toes and metal-mesh or cotton gloves are not necessary, and in some cases an asbestos coat or apron would be preferable to one of leather.

[1] Where rubber is listed, one of the substitutes such as discussed on page 7 may be used.

If the hazard is—Con.	*The worker should wear*—Continued
Hot liquids	Apron or coat of chrome leather; shoes opening at the side and made of chrome leather; leg and arm protectors of fireproofed duck; asbestos or chrome leather gloves; rubber hat or hood.
Hot materials	Asbestos coat or apron; wooden-soled, chrome leather shoes without front lacing; asbestos arm or leg protectors, gloves, and hat or hood.
Moisture	Rubber coat or apron; chrome leather or rubber shoes; arm and leg protectors of chrome leather or rubber; gloves of rubber or rubberized cotton; hat or hood of rubber.
Punctures and blows; rough, sharp, objects.	Chrome leather shoes with reinforced toes; coat or apron of chrome leather or wire mesh; leg and arm protectors of leather or fiber-metal alloy; gloves may be chrome leather, metal mesh, or cotton; necessary head covering of plastic composition, duralumin, or vulcanized fiber.
Spark explosion	Shoes with sewed or wood-pegged soles, copper-nailed heels.

Leg protectors include spats, leggings, pants, knee pads.
Arm protectors include sleeve and wrist protectors.
Gloves include also mittens, hand pads, finger guards.
Hats include hoods.

(*Material in this list adapted from chart by the American Mutual Liability Insurance Co.*)

For release,
November ~~29~~ 26, 1941.

U. S. DEPARTMENT OF LABOR
WOMEN'S BUREAU
Washington

MANY TYPES OF SAFETY CLOTHING FOR WOMEN WORKERS RECOMMENDED BY WOMEN'S BUREAU

The well-dressed woman in industry today is the safely dressed woman, concludes Women's Bureau Special Bulletin No.3, "Safety Clothing for Women in Industry", released today by Miss Mary Anderson, the Bureau's Director. This is the latest in a series of special bulletins for the employment of women in the defense program and correlates recent findings of the Bureau with other studies on the subject. Illustrations of various kinds of work clothing appear throughout the publication.

It's not necessary to sacrifice charm and feminine appeal in order to be a safe worker, the bulletin explains. Clothing can be comfortable, clean, cool, and convenient without making the wearer look unattractive. The work dress must suit the job. If it is too tight, it causes strain and fatigue. If it is too loose, it may catch in the machinery. It should have no outside pockets, ties, or frills. It has been found that highly starched garments hinder the absorption of poison, so the safely dressed worker is neatly crisp in appearance. Sensible shoes are also an essential item of the workers' wardrobe and should be comfortable, durable, and suitable. Run-down heels and thin or worn soles may be the direct cause of a fall.

Special work clothing and accessories can be designed for jobs with special dangers. For example, some occupations require the wearing of safety shoes with reinforced vamps or foot protectors made of chrome leather and aluminum. Where workers handle acids or where conditions of excessive moisture and heat exist, wooden soled shoes have been designed. In the manufacturing or handling of explosives, shoes with sewed or wooden-pegged soles and heels with copper nails must be worn.

"Wear your gogglés --you can't replace an eye" is a wise slogan, says the bulletin. Goggles should be light-weight and comfortable and only shatter-proof glass should be used. In New York alone, it is noted, 2,000 workers a year suffer from eye injuries severe enough to make them eligible for compensation benefits. Among the more frequent hazards are flying bodies, tools, splashing liquids, etc. One large manufacturing firm requests that goggles be worn by all workers and even by visitors. This company saved $116,000 in two years by this requirement, and what is far more important, it saved at least "100 eyes" in a period of 10 years.

While every woman loves to have attractive hair, the bulletin cautions the woman worker that electrical attraction may draw free hair into a moving machine, so that caps are almost a necessity in most factories. They should be light, comfortable, and washable, and large enough so that they can be easily thrown off in an emergency. If the hair is not completely covered, nets under the cap give added protection. Visored caps protect the eyes from the light, and scarfs wound around the head protect workers from flying dust.

Gloves are an all-important factor in safety clothing, it is pointed out. According to some State reports, approximately half of all occupational injuries to women affect their hands and fingers. However, gloves can be more harmful than helpful if they are not of the right fabric. Gloves that absorb moisture may be more dangerous than no gloves at all. Leather gloves particularly should be checked for rough seams as continual irritation opens the way for infection.

One accessory that the well-dressed worker will definitely <u>not</u> wear is jewlry. Even the useful wrist-watch is on the black list.

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December 30, 1941

Mr. Sidney J. Lipson
THE ROYAL MISS, Inc.
1370 Broadway
New York City.

My dear Mr. Lipson:

We have your inquiry of December 26th, regarding changing your plant production to a garment of somentype which is needed in defense.

As you requested, we are sending our bulletin on safety clothing for women; you will note we do not specifically label any uniform as approved by the Women's Bureau. However, certain National Youth Administration training centers use Government designed and approved uniforms, and Montgomery-Ward is the distributor for the N.Y.A. patterns.

The awarding of contracts for Government-needed garments does not come within the province of the Department of Labor. Our own work here in the Women's Bureau - the investigation of working conditions of employed women, and the survey of industries to determine on what occupations women are best suited - does not give us any first-hand information along the lines you are seeking. We recommend certain labor standards for the employment of women but because we are not charged with enforcing any laws, we are not in a position to supply you with factual data on present Government needs in women's garments which could be manufactured in your plant. I suggest you write the War Department and the Navy Department for information as to uniforms and other women's garments purchased by the Government for nurses.

To supply you with a list of industries and manufacturers employing large numbers of women is impossible from a practical standpoint. For New York State alone, such a list would be very lengthy. I believe, by consulting the New England manufacturers' trade directory in the public library, you can obtain names and addressed for one region of the country.

The following companies have given special attention to safety factors in clothing and have adopted standards; they are the ones we know of to date, and you may wish to write them:

Brach Sons Confectionery, Chicago - uniforms, shoes.

Irvin Works of the Carnegie (Ill.) Steel Corp., Dravosburg, Pa. - aprons, gloves.

International Harvester, 180 No. Michigan, Chicago - caps

Pullman Co., Chicago - goggles

Pittsburgh Plate Glass Co., Pittsburgh - caps, uniforms, leg and boot guards

Vultee Aircraft, (William Tuttle, Personnel Director), Downey, California - uniforms.

Wm. Wrigley Jr. Company, Chicago - uniforms.

If you have not written Mr. Odlum, head of the Division of Contract Distribution, Office of Production Management, we suggest you might find information of interest from that office.

Sincerely yours,

Mary Anderson, Director

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SAFETY - 1942

CULBERT L. OLSON
GOVERNOR OF CALIFORNIA

GEORGE G. KIDWELL
CHAIRMAN
HAROLD B. JEFFERY
ALEXANDER WATCHMAN
MEMBERS

CARL H. FRY
CHIEF
INDUSTRIAL ACCIDENT
PREVENTION BUREAU

Safety Orders for Women in Industry

EFFECTIVE JULY 10, 1942

ISSUED BY

INDUSTRIAL ACCIDENT COMMISSION
119 STATE BUILDING, SAN FRANCISCO
602 STATE BUILDING, LOS ANGELES

SAFETY ORDERS FOR WOMEN IN INDUSTRY

ORDER 2900. APPLICATION

These orders shall apply to every place of employment where there is a hazard which can be eliminated or lessened by the use of suitable clothing and other devices as set forth in these orders.

ORDER 2901. HEAD PROTECTION

(*a*) Employers shall require all women whose work exposes them to the risk of injury from the moving parts of machinery to confine their hair to preclude its possibility of entanglement.

ORDER 2902. OUTER GARMENTS

(*a*) Employers shall require all women whose work exposes them to the risk of injury from the moving parts of machinery to wear outer garments designed to avoid the possibility of their entanglement in the machinery.

(*b*) Loose sleeves, tails, full skirts, flounces, ties, frills, lapels, cuffs, and similar garments which can be entangled in moving machinery should not be worn.

ORDER 2903. HAND PROTECTION

(*a*) Employers shall supply protective hand covering suitable to be used to prevent cuts, burns, and skin diseases.

(*b*) Gloves which can be caught in moving machinery should not be worn.

ORDER 2904. FOOT PROTECTION

(*a*) Well fitted shoes should be worn around factory equipment or machines. Soft slippers, high heeled shoes, sneakers, or open toed shoes, should not be worn.

(*b*) Where there is a hazard of foot injuries, foot guards shall be supplied by the employer.

ORDER 2905. EYE PROTECTION

(*a*) Employers shall supply adequate eye protection to women while engaged in occupations where the eyes are customarily exposed to injurious light rays, flying particles, or similar eye hazards, and employers shall enforce the use of same.

ORDER 2906. GENERAL

(*a*) Wrist watches, pendant earrings, necklaces, or other pendant adornments, bracelets or finger rings should not be worn while working around moving machinery and/or electrical equipment, and employers shall enforce this rule.

Dated at San Francisco, California
July 10, 1942

ATTEST:
FRANK J. BURKE, *Secretary*

printed in CALIFORNIA STATE PRINTING OFFICE
SACRAMENTO, *1942* GEORGE H. MOORE, STATE PRINTER
15450 8-42 150M

YALE OFFERS COURSE IN INDUSTRIAL HEALTH

Connecticut Physicians Are Bid to Lectures and Seminars

Special to THE NEW YORK TIMES.

NEW HAVEN, Conn., Sept. 13—A graduate course on "Industrial Health and Medicine in Wartime," designed primarily for physicians of Connecticut, will be offered at the Yale School of Medicine Oct. 7 to Dec. 23. Dean Francis G. Blake said today it would consist of twelve afternoons devoted to lectures and seminars by specialists in the field of industrial medicine, under the joint direction of Dr. William T. Salter, Professor of Pharmacology; Dr. John R. Paul, Professor of Preventive Medicine, and Dr. Charles-Edward A. Winslow, chairman of the Department of Public Health.

"Many urgent and complicated problems must be met by industrial physicians in these times," they said. "For example, women are men in various types of various defense work. What will be the practical result?

"How far can average women be adapted to fatigue and trying tasks. Likewise, defense plants may be subjected to concentrated attack by raiders or saboteurs. In planning for such possible emergencies the industrial physician must be prepared to play an important part. Furthermore, in order to maintain output of war materials, the general nutrition of workers must be maintained. These are but a few of the intricate questions which the doctor must assist in solving.

"Sickness and accidents among industrial workers caused the loss of 234,000,000 man-days of work a year, according to one careful survey. It is estimated that half of this absenteeism could be eliminated by preventive measures and medical care."

Sept. 3, 1942
24 N. Y. C.

SPERRY GIRLS HELP TO PLAN COVERALL

Emphasize Streamlining for Themselves as Well as 'Perfect' Garment

WILL RIVAL WAACS, WAVES

Company Has Spent Months in Working Out Details of of New Morale-Lifter

A revolutionary method in America's efforts to mobilize its women in the home, on the military front and, more recently, in the factory has been adopted by one of the country's largest war industries. It embodies a psychological approach to the problems of the wartime "factory girl," both on the points of dress and of morale.

Feeling a need to raise its thousands of women workers to their rightful place as "the women of the era," the Sperry Gyroscope Corporation has spent months in finding for those women the "perfect streamlined coverall." Every detail of the garment has been worked out according to specifications laid down by the women themselves. To date, there are thirty-one. Before the uniform is put into actual mass production, the company expects to add half a dozen more.

"I thought them the most interesting specifications I've ever seen and I've been reading specifications all my life," declared Reginald E. Gillmor, company president, yesterday, in discussing plans for the uniforms.

Embodying every required detail from trousers "just long enough to cover and still show our ankles" to a "snug belt to accentuate slimness," the proposed uniform has been made up in six different cotton materials.

Prefer Cotton for Washing Ease

"We think the fabric had better be cotton," the employes suggested, "because we may have to wash these outfits ourselves on occasion and we may be in a hurry. A too-hot iron can do less damage to cotton than to any other fabric."

Laundering will be the girl's responsibility although the uniform will be provided by the company, according to Mrs. Lois B. Hunter, Sperry executive in charge of the project.

The six models, all in a specified blue, "lighter and with more bloom than navy," will be donned next week by as many girls in different plants. After a full day's workout and subsequent launderings the wearers will take the platform at [illegible]nt meetings and report on their findings. Stoically, the company awaits further changes.

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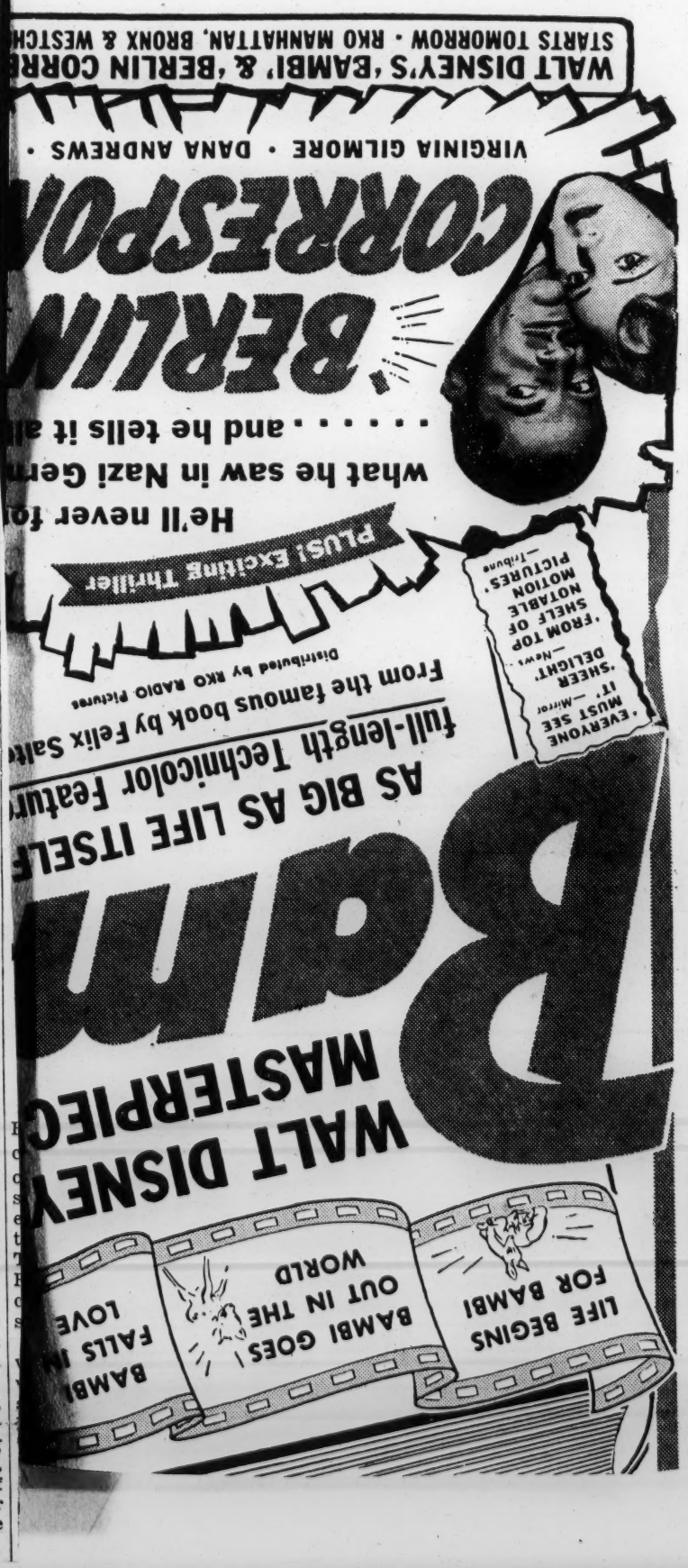
Aside from the safety value, Sperry wants to create an enthusiasm in its workers for wearing the uniform to and from work, "with the exception, perhaps, of late nights." Factory space for changing clothes is precious these days.



Rivals for Waacs and Waves

"We mean to make our Sperry girl as shining a light as the Waacs and the Waves," declared Mrs. Hunter with determination.

Every effort to accomplish this end has been made by the company. Vera Maxwell, leading designer of women's sportswear, has taken the thirty-one specifications and put them into a snappy coverall. Lilly Daché, prominent hat designer, has evolved a companion headdress.

"The girls have been so engrossed in the suit," Mrs. Hunter said, "they haven't had much time for the hat. Fifty per cent of them are enthusiastic, the other 50 per cent look at it askance."

Miss Daché and Sperry both are waiting for another set of specifications. So far the hat, made of blue plastic straw and trimmed in red, is in the shape of a turban, completely covering the head, and has a tiny pillbox crown.

Among other specifications included in the coverall are a collar, shortened at the back to keep out of the way of hair or hat; no back yoke, to avoid an appearance of being "stoop-shouldered"; and short, "mannish" sleeves to allow ease in both working and ironing.

The girls have asked also that no pockets be put in the trousers, "because they make us look larger in the hips"; that front and back creases in the trousers be stitched in, and that the garment be one-piece with the front section also in one piece, "darted to the limit to keep all extra goods from making us appear larger through the midriff."

A COSTUME SELECTED BY THE GIRL WORKER

An assembly line operator of the Sperry Gyroscope Corporation wearing the suit designed for them by Vera Maxwell from specifications voted on by the girls. It is medium blue, trimmed with wine and blue braid and belt. The hat, designed by Lilly Dache, is a feather weight blue plastic straw, edged with white braid. It weighs less than a half ounce.

The New York Times Studio

NEW YORK TIMES

NOVEMBER 7-1942

FIREWORKS BLAST KILLS 7, INJURES 10

Women Trapped and Burned to Death as Explosion Starts Blaze Near Rochester

ARMY STARTS AN INQUIRY

Navy and F. B. I. Also Investigate Fire Ascribed to Friction as Tray of Powder Drops

ROCHESTER, N. Y., Nov. 6 (AP) —Seven women were killed and ten other employes of the Rochester Fireworks Company were injured in an explosion this afternoon at the company plant in Perinton, Sheriff Albert Skinner said.

Authorities identified the dead as:

Evelyn M. Bigelow, 27; Angelina Mandell, 31; Viola Close, 60; Mary Parsons, 43; Bertha Archambo, 53; Rose Costañzo, 52, all of East Rochester, and Evelyn Ellis, 48, of Fairport.

Officials of the fireworks company said that the condition of some of the injured persons was critical.

Army, Navy and F.B.I. officials began an investigation.

The explosion was caused when a tray of powder carried by a workman was set down or dropped hard enough to create a friction spark, investigators said.

The blast, which started a fire, was comparatively light, witnesses said, but the powder-fed flames spread so swiftly through the one-story building that only one or two of the employes at work escaped unharmed.

The seven burned to death were trapped in the building, the Sheriff said.

Workers had started on the 4 P. M. shift and one of them, Evelyn Ellis, had just been employed twenty minutes earlier. The building was the only one used by the plant for the night shift and flames razed it in a few minutes.

8 Women Die, 10 Hurt in Pa. Factory Blast

Wash. Post
5-2-42

By the Associated Press

McKeesport, Pa., May 1.—Eight women were blasted to death today and 10 others were injured in an explosition which gutted the mixing plant of the Central Railways Signal Co. in adjoining Versailles Borough.

A mixture of potash and sulphur, which the 20 women in the steel and concrete one-story building were making into torpedoes for railroad signal work, exploded.

Two-thirds of the 80-foot-long roof were blown out, along with all of the windows. Parts of bodies were scattered, some landing on the tracks of the adjoining railroad.

Five of the badly mutilated bodies were taken to Pittsburgh. Two died after being taken to the Mckeesport Hospital.

Gust Bassler, 50, a railroad brakeman, was first to enter the building after the explosion.

"It was terrifying," Bassler said. "Girls were running about screaming, blood gushing from wounds in their legs and arms.

"A pall of black smoke hung in and above the building."

Bassler said he seized a fire extinguisher and with Howard B. McKee, a volunteer fireman, put out a small blaze. Had the fire spread, another explosion would have occurred.

Police said a similar blast at the plant several years ago had taken a dozen lives. Forty persons were working in the three buildings, two of which were not seriously damaged.

F. B. I. agents were among the first outside authorities to reach the scene. Plant officials and the coroner said the immediate cause of the blast was unknown.

(The Labor Department announced in Washington that William T. Cameron, chief safety engineer of the department, had been directed to make an investigation.)

WASHINGTON POST

MAY 2- '42

DIVISION OF
PRESS INTELLIGENCE
1526 - 14 St. N. W.

NO.

SYMBOL

Citizen News (I)
Hollywood, Calif.

DATE AUG 13 1942
P.

Slacks Reduce Women's War Plant Mishaps

Trim-fitting slacks and hair nets of women war industry workers have lessened accident hazards, and despite an increase of more than 200,000 new war workers, California's industrial accident toll for the first six months of the year shows a decrease of nearly five per cent, it was reported today.

Recent surveys by the National Safety Council covering 23 of the major industrial states revealed a national increase in the accident rate of more than 13 per cent. California shared, with only two other states, the distinction of reducing their accident average to below that of last year.

UPSWING LAID TO WAR

The expanded war production program, plant conversion, training of the armies of new workers and the readjustment of veteran workers to new jobs were held responsible for the national upswing, according to the Safety Council findings.

Much of the credit for California's record was attributed to the cooperation of war industries and to the intensive safety engineering campaign launched nearly 12 months ago by the University of California's War Training program. More than 1700 leadmen, foremen, department heads, and managers from scores of the state's war production plants have enrolled in the War Training safety courses, it was reported.

Fifty-nine classes in industrial safety engineering have been given in all parts of the state since the campaign was started, with Anders J. Carlson, university professor of petroleum engineering, supervising the ESMWT safety program.

"We have worked out our program with the cooperation of the U. S. Department of Labor, with the State Industrial Accident Commission, and with the help of safety experts from industrial plants and insurance firms," Carlson said. "Men from these agencies have aided in planning the work and also have contributed their time as course instructors."

FURTHER REDUCTION

Carlson cited the National Safety Council report as an indication of the results so far obtained and expressed the belief that continuation of the educational safety work in war plants could be expected further to reduce the state's average.

Widespread use of protection equipment, including helmets, gloves, goggles, safety shoes, and, for the women, hair nets, trim-fitting slacks, and similar garb, has lessened accident hazards, he pointed out. Safety devices, such as guard rails, machine guards, proper illumination and fire protection all will contribute to the campaign.

Office Workers, Too:

Ford Women Employes Told To Wear Slacks for Safety

DETROIT, Sept. 22 (U.P.).—The Ford Motor Company stipulated slacks for all its women factory employes today, including workers in departmental offices whose chores take them through machine-bordered aisles.

Two types of garb were recommended—"one-piece suits for women working around machinery and places where extreme caution must be observed to avoid accidents; two-piece outfits for women in offices, parts cribs, storerooms and such."

Short sleeves were specified with an explanation that the rule is dictated as a safety measure, to prevent catching flowing garments in moving machinery.

T-H 9/23/42

NEW YORK TIMES Sept. 3, 1942

Sperry Girls Help to Plan Coverall
Emphasize Streamlining for Themselves as Well as 'Perfect' Garment
Will Rival WAACS, WAVES

Company Has Spent Months in Working Out Details of New Morale-Lifter

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Laundering will be the girl's responsibility although the uniform will be provided by the company, according to Mrs. Lois B. Hunter, Sperry executive in charge of the project.

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The girls have asked also that no pockets be put in the trousers, "because they make us look larger in the hips;" That front and back creases in the trousers be stitched in, and that the garment be one-piece with the front section also in one piece, "darted to the limit to keep all extra goods from making us appear larger through the midriff."

"We Want" — Said Sperry Girls
(Taken from Factory Management and Maintenance, Volume 100, No. 11, November, 1942,p.9

1. Our uniform to be one piece actually, but two piece in effect.

2. To have the collar shortened enough at the back of the neck so that our hair, or the work hat we wear, can't be disturbed.

3. Our uniform to have no back yoke in the blouse part, because this yoke makes us appear stoop-shouldered, when we are bending over our machines.

4. Slight fullness in the front, possibly from an unimportant yoke, to veil bust fullness

5. Short sleeves.

6. Mannish sleeves, set in squarely for ease in working, and for ease in ironing.

7. Two slit pockets, unimportant ones on the blouse.

8. No pockets in the slacks, because they make us appear larger in the hips, and we shall use them if we have them.

9. Front sections of the one-piece garment to be in one piece.

10. These front sections darted to the limit to keep all extra goods from making us appear larger through the midriff.

11. All fullness pleated in at the back, for slimness.

12. A hidden "action back" arrangement of some kind; could it be with some knit fabric inserts?

13. No center action back pleat because it will stick out, always, even when we are not needing it, from the position we are in, physically.

14. A drop seat that is positively hidden from the public eye.

15. Enough depth in that drop seat so we won't tear the blouse seams at the sides.

16. Front creases in trousers stitched in.

17. Back creases in trousers stitched in.

18. A snug belt to accentuate slimness.

19. Drop seat designed so it will not sage in the middle of the waistline away fron the blouse, especially when we bend over.

20. Tapered trousers like ski suits to avoid all that frilly fullness at the ankle when we button the safety straps.

21. No safety straps at ankles; if trousers are sufficiently tapered, we shan't need them, and anyhow they don't look feminine.

22. Trousers just long enough to cover and still show our ankles; that will be more flattering.

23. Color to be blue, lighter and with more "bloom" than navy.

24. The fabric to be cotton, because we may wash these outfits ourselves on occasion, and we may be in a hurry. A too-hot iron can do less damage to cotton than to any other fabric.

25. Pre-shrunk material.

26. Color-fast material.

27. The outfit personally fitted, before we begin to wear it.

28. A lint-free fabric because we work on precision instruments.

29. An important looking Sperry insignia, but not the word "Sperry" spelled out; we don't want to feel too labeled if we do wear these outfits on train or bus.

30. Fabric soft to our skins; we need that item for 8 hours of almost continuous motion.

31. A fly front, with covered buttons.

32. A convertible neckline, if possible.

33. A white vestee to be designed to match.

34. Zippers.

X-3365

OFFICE OF WAR INFORMATION
WAR PRODUCTION BOARD T-844

For Immediate Release,
Monday, September 7, 1942

Uniforms ordered for feminine employees of privately owned ordnance and other plants working on government contracts must conform to style and cut limitations imposed by Limitation Order L-85, the War Production Board made clear today.

In an interpretation of L-85, which curtails wasteful use of material in women's clothing, WPB acted to assure compliance with the order by government contractors.

The action was necessary because some private plants operating under government contracts have interpreted an exception to the order as applying to them. The exception covers apparel "manufactured for or sold to the Army or Navy of the United States", and other government departments or agencies. Private contractors are not covered by this provision even though the government may ultimately acquire title to the apparel used in the plant.

Sub-contractors who manufacture apparel for use only by government employees are excepted from the terms of L-85.

Title 32 - National Defense
Chapter IX - War Production Board
Subchapter B - Director General for Operations
Part 1166 - Feminine Apparel for Outer Wear and Certain Other Garments

Interpretation No. 1 to
General Limitation Order L-85 as amended July 10, 1942.

The following official interpretation is hereby issued with respect to General Limitation Order L-85, as amended July 10, 1942, paragraph (d)(8):

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>
> This exception does not include feminine apparel manufactured or sold for use by employees of privately-owned plants operating under Government contract, even where the contract provides that the Government may thereafter acquire title to the apparel.

Issued this 7th day of September, 1942.

Amory Houghton
Director General for Operations

OFFICE OF WAR INFORMATION
WAR PRODUCTION BOARD

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Issued this 7th day of September, 1942

Amory Houghton
Director General for Operations

WAR PRODUCTION BOARD

PART 3045—COTTON TEXTILES FOR WORK APPAREL

[Schedule IV to General Preference Order M-207]

WOMEN'S WORK CLOTHING

§ 3045.5. *Schedule IV to General Preference Order M-207.* (a) *Definitions.* For the purposes of this schedule

(1) "Women's work clothing" shall mean any garments designed for and to be sold as female workers' wear while engaged in industrial or agricultural occupations and of the following types:

Overalls.
Coveralls.
Work slacks.
Work shirts or blouses.
Work jackets.
Work dresses.
Work aprons.

(2) "Women's work clothing textiles" shall mean:

(i) Cotton sewing thread, and the following fabrics made wholly of carded cotton, except when otherwise expressly provided, either in the gray, original mill, regular finish, or converted state, including seconds but excluding cuts of less than 20 yards as produced in the ordinary course of fabric manufacture:

Denims:
White back, 28" to 29" width basis.
Regular finish weight basis: *Shrunk weight basis*
2.00 yard---------- 9 ounce.
2.20 yard---------- 8 ounce.
2.45 yard---------- 2.20 yard.
3.00 yard---------- 2.70 yard.
Stripes, 28" to 29" width basis.
Regular finish weight basis:
2.20 yard---------- 8 ounce.

Denims:
Light weight, 35" to 36", 2.50 to 3.00 yards.
Coverts:
35" to 36", 2.70 to 3.90 yards.
Pinchecks:
38" to 40", 2.40 to 2.90 yards.
Frock cloth:
36" to 39", 2.00 to 2.35 yards.
Seersuckers:
36" to 40", 2.90 to 4.20 yards.
Corduroy:
36" pin wale, 7 to 8½ ounces finished weight, 13 to 16 ribs to inch, 36" thickset, 10½ to 11½ ounces finished weight, 10 to 12 ribs to inch.
Suitings:
All cotton, or cotton and rayon, 35" to 36", 2.00 to 3.40 yards.
Sheetings:
36" 48 x 48, 2.85 yards.
37" 48 x 48, 4.00 yards.
40" 48 x 48, 2.85 yards.
40" 48 x 44, 3.25 yards.
40" 48 x 44, 3.75 yards.
Print cloth:
39" 80/80, 4.00 yards.
39" 64/60, 4.25 yards.
39" 68/72, 4.75 yards.
38½" 64/60, 5.35 yards.
Broadcloth:
36" to 37", 3.60 to 4.20 yards.
Poplins:
37" to 39", 2.50 to 3.90 yards.
Jeans:
38" 96 x 64, 2.85 yards.
Twills:
37" to 42", 1.75 to 3.35 yards.

(ii) Any fabric made entirely of rayon and containing not less than 50% of spun viscose or acetate fiber, in weights of 25 to 50 lbs. per one hundred yards, in standard 40" widths.

(iii) Pro rata widths of same count and weight to above constructions.

(3) "Women's work clothing processor" shall mean:

(i) A person who purchases women's work clothing textiles for manufacturing, or for the purpose of having manufactured for his account, into women's work clothing for industrial and agricultural purposes for sale.

(ii) The converter or processor of women's work clothing textiles who purchases gray goods for bleaching, finishing or processing into women's work clothing textiles for sale to a manufacturer of women's work clothing.

(4) "Inventory" shall mean the total quantity of women's work clothing textiles or of women's work clothing textiles in process of manufacture into women's work clothing or of women's work clothing owned by any women's work clothing processor and held by him in any mill, warehouse, place of storage, or manufacturing plant.

(b) *Assignment of preference rating.* Purchase or manufacturing orders for women's work clothing textiles placed by women's work clothing processors are hereby assigned a preference rating of A-2.

(c) *Restrictions on the use of women's work clothing textiles.* Notwithstanding the provisions of paragraph (c) (1) of General Preference Order M-207, no women's work clothing processor shall use any women's work clothing textiles secured by him pursuant to the application of the rating assigned by paragraph (b)

(1) In the manufacture of any women's work clothing which is not visibly designated as such by label or other marking thereon, or

(2) In the manufacture of any work dress, any model other than those generally known as wrap-around or coat styles, or

(3) In the manufacture in the twelve calendar months period beginning December 1, 1942, of more than four models of each of the types of such women's work clothing set out in paragraph (a) (1), or in the manufacture at any one time of more than two models of each such type, unless such other model is made and sold to conform with state, county, or municipal safety laws or plant safety regulations.

(d) *Application of preference rating.* Any women's work clothing processor in order to apply the preference rating assigned by paragraph (b) to deliveries of material to him, must endorse on or attach to each purchase order placed by him to which the rating is applied, a certificate in the following form, signed manually or as provided in Priorities Regulation No. 7 (§ 944.27) by an officer duly authorized for such purpose:

CERTIFICATION

The undersigned purchaser hereby certifies to the seller and the War Production Board that he is entitled to apply the preference rating indicated opposite the items shown on the attached purchase order and that such application is in accordance with Priorities Regulation No. 3, as amended, with the terms of which the undersigned is familiar. Furthermore, the undersigned certifies that the fabrics hereby ordered will be used in the manufacture of women's work clothing or otherwise disposed of only as permitted in General Preference Order M-207 and/or Schedule IV thereto.

(Name of purchaser)
By---
(Signature and title of officer)

(Address)

(Date)

(e) *Restrictions on inventory.* (1) No manufacturer of women's work clothing shall after November 21, 1942, hold in his inventory a total quantity of

women's work clothing textiles, such textiles in process of manufacture into women's work clothing and women's work clothing in excess of such a total quantity as will be delivered out of his inventory within 90 days.

(2) No converter or finisher of women's work clothing textiles shall after November 21, 1942, hold in his inventory any women's work clothing textiles in excess of the total quantity of such textiles, including such textiles in process, which will be delivered out of his inventory within 90 days.

(P.D. Reg. 1, as amended, 6 F.R. 6680; W.P.B. Reg. 1, 7 F.R. 561; E.O. 9024, 7 F.R. 329; E.O. 9040, 7 F.R. 527; E.O. 9125, 7 F.R. 2719; sec. 2 (a), Pub. Law 671, 76th Cong., as amended by Pub. Laws 89 and 507, 77th Cong.)

Issued this 21st day of November 1942.

ERNEST KANZLER,
Director General for Operations.

COPY

MONSANTO CHEMICAL COMPANY
St. Louis, Missouri

17 November 1942.

Miss Mary V. Robinson, Director
Division of Public Information
U. S. Department of Labor
Women's Bureau, Washington, D.C.

Dear Miss Robinson:

We are happy to send you information and pictures covering the uniforms we are using for women.

In January of this year we sensed that the ultimate size of the armed forces would require us to consider the employment of women in our chemical process plants -- a type of plants in which women had never before been employed in any type of responsible posts.

Mrs. Loretta Moushey, who is the Director of the Employe Opinion Research section of our Department of Industrial Relations, was assigned the task of developing a policy covering the company's 18 American plants, taking into consideration the type of work for which we would consider women, the indoctrination of supervision and other male employes so that they would welcome and not resent women, the provision of proper service facilities for women and the designing of uniforms which would meet safety requirements in our plants and still be attractive enough to cause women employes to wear them with pride.

Since the chemical industry, and I would like to add emphatically, wrongfully is considered by the public to be a dangerous industry in which there are violent and unpleasant odors, lots of steam with the fearsome effects that go with steam spurting out, just as is the case in a train shed, and connected with volatile and explosive materials, ti was Mrs. Moushey's recommendation that we bend over backwards in overcoming these false concepts of the industry by designing uniforms that would help to orient women quickly and give them the impression that their job would be neat and in comfortable surroundings, which is the true picture in our plants.

Likewise, she took into consideration that we could not in chemical plants have sweater girls; women employes would have to wear slacks because we have considerable overhead work and the floors of some of our units are steel grating. But the use of slacks had one drawback. Only one out of ten women can wear slacks attractively. Therefore, Mrs. Moushey designed, and after several tries with garment manufacturers, arrived at a blouse and slack suit with a militaryish cap that would answer all necessary requirements for good operation, protection of the employe and still be of such a type that it could be worn by women of more robust build or, as Mrs. Moushey puts it, "hippy" women.

The garments are being worn by women in all sizes, and we have yet to run into any serious objection either on the female or the male side. Our operating managers, who,of course, have the final word on the type of equipment to be used by their employes, have adopted the uniforms as standard.

In a few operations where older women will be used and where they will not be required to go into the plants, or the operating units, we have offered an alterative of skirts instead of slacks, but Mrs. Moushey points out probably six months from

now all women will want to wear slacks because of the complete lack of decent stockings. From this standpoint, she feels that the uniforms are such that they can be worn, without any embarassment whatsoever, on buses and trams.

In many of our major plants it has been customary that supervisory and operating employes wear khaki, maintenance and mechanical employes wear blue, and laboratory employes wear white. This theme has been followed out in the provision of uniforms for women employes.

I am attaching cost sheet and copy of a press release which was used in our operating cities.

Some of the pictures enclosed, you will note, show actual operating scenes.

As to the response of the women, I would like to point out a contact Mrs. Moushey had at our Springfield, Mass., Plastics plant, where we had employed some women. The male personnel department there had obtained samples of uniforms, and the girls were about to place orders for them at some $6.50 a set. When Mrs. Moushey visited the plant she had her first samples with her and the girls were asked to vote on what they liked, irrespective of prive, and they voted one hundred per cent for the new models which they could obtain, incidentally, at almost half the cost.

I think the outlines on each of the pictures will give you proper perspective of use and other, ertinent data.

I am attaching another letter which I would very much appreciate having sent to the proper department so that I may have the information.

Sincerely yours,

James W. Irwin
Assistant to the President

Barach-6267

OFFICE OF WAR INFORMATION
WAR PRODUCTION BOARD

For Immediate Release
Friday, November 27, 1942

T-1287

In response to a number of queries on provisions embodied in Schedule IV of Order M-207 (women's work clothes), the Textiles, Clothing and Leather Division today issued the following series of questions and answers on the schedule:

Q: What are women's work clothes?

A: Women's work clothes are certain types of garments designed to be worn by women who work in industrial plants or on farms. They include work overalls, coveralls, dresses, jackets, slacks and aprons as specified in Schedule IV of Order M-207.

Q: Who can make women's work clothes?

A: There is no curtailment on the type of manufacturer who may make women's work clothes. Any manufacturer may apply for a rating on fabrics provided he uses those fabrics in accordance with M-207 and that his garments conform in measurements and specifications to Order L-85.

Q: Is this the only order whose terms apply to women's work clothes?

A: No. This order merely assigns a rating for the acquisition of fabrics and limits the types of garments which can be made from fabrics secured on the rating. The garments themselves must also conform to the restrictions of Order L-85 which are applicable to such garments.

Q: If a manufacturer can procure the same fabrics listed in Schedule IV of M-207 in the open market without a rating, how is he affected? Is he confined to two models of each type of work garment when using this nonrated fabric?

A: He can use the fabric procured without application of rating in as many models as he wishes provided his merchandise is manufactured in accordance with L-85. However, should he procure the same type fabric with a rating he will have to confine himself, when using that fabric, to the number of models permitted by Schedule IV of M-207, in addition to the limitations and specifications of L-85.

Q: What is meant by "visibly designated" as women's work clothes?

A: This means that all women's work clothes made of fabrics procured on a priority rating under Schedule IV of M-207 must be clearly marked, where the consumer can see the label or marking, to show that the garments are made for industrial or agricultural workers and not for general use.

Q: Can a manufacturer make at one time all the types of garments defined as work clothes?

A: Yes. However, he can never manufacture more than two models of each type at one time and he cannot produce a total of more than four models of each type during the year beginning December 1st, 1942.

Q: If a manufacturer has orders for various work garments which require special models for safety features, can he make them in addition to the two models on his line?

A: Yes -- provided the garments with safety features are made and sold only on specific order and to conform with state, county or municipal safety laws or safety regulations adopted by a plant.

X-6657

Rachel
I would like

Barach-6873

OFFICE OF WAR INFORMATION
WAR PRODUCTION BOARD

T-844

2 extra copies of this together 9/19

For Immediate Release,
Monday, September 7, 1942

Uniforms ordered for feminine employees of privately owned ordnance and other plants working on government contracts must conform to style and cut limitations imposed by Limitation Order L-85, the War Production Board made clear today.

In an interpretation of L-85, which curtails wasteful use of material in women's clothing, WPB acted to assure compliance with the order by government contractors.

The action was necessary because some private plants operating under government contracts have interpreted an exception to the order as applying to them. The exception covers apparel "manufactured for or sold to the Army or Navy of the United United States", and other government departments or agencies.
Private contractors are not covered by this provision even though the government may ultimately acquire title to the apparel used in the plant.

Sub-contractors who manufacture apparel for use only by government employees are excepted from the terms of L-85.

Title 32 - National Defense
Chapter IX - War Production Board
Subchapter B - Director General for Operations
Part 1166 - Feminine Apparel for Outer Wear and Certain Other Garments

Interpretation No. 1 to
General Limitation Order L-85 as amended July 10, 1942.

The following official interpretation is hereby issued with respect to General Limitation Order L-85, as amended July 10, 1942, paragraph (d)(8):

> Feminine apparel made for employees of Government contractors must confrom to the restrictions of the order.
>
> The order contains an exception in favor of feminine apparel "manufactured for or sold to the Army or Navy of the United States" and other Government departments or agencies.
>
> This exception does not include feminine apparel manufactured or sold for use by employees of privately-owned plants operating under Government contract, even where the contract provides that the Government may may thereafter acquire title to the apparel.

Issued this 7th day of September, 1942.

Amory Houghton
Director General for Operations

Wyndham ~~Mrs. Mellon~~

~~RA V R~~

Return to

RSH

N. Am. aircraft
Inglewood
Calif

SAFETY RULES FOR WOMEN SHOP EMPLOYEES

Effective March 1, 1942 all women shop employees will be required to wear the Company designated uniforms, women not so complying will be refused admittance to the Plant.

Those employed on drill presses or other designated hazardous equipment must wear caps, bandannas or other suitable covering for the hair, the covering so used shall be worn in such a manner as to completely cover the hair on the front of the head, with no loose ends showing.

Those employed on drill presses or other designated hazardous equipment shall not wear hand or neck jewelry.

Shoes worn must be low heeled with a closed toe.

All women shop employees must observe all Company Safety Rules.

R. Wilkins,
Safety Engineer

Approved:

R. E. Dawe,
Factory Manager

Clyett-Pembody
Sanforized

FIELD TRIP REPORT

WAR WORK PLANTS
July 13-August 13, 1942

By Doratha Wilcken

CALIFORNIA

A law has recently been passed in California to the effect that if a plant demands the wearing of a particular garment, then they (the plant) must buy the garment and pay for its up-keep. The result is that the plants now say that their women employees may wear either a one-piece or a two-piece garment. But here the safety engineers step in and amend this by saying that the garments worn must have certain safety features, such as, no flappy sleeves or trouser legs, no exposed buttons below the waist, no patch pockets below the waist, no loose belts in front; and, no sweaters - the theory being that knitted goods catch on machines more easily than woven goods. (Between the lines, the reason is that they don't want to disturb the boys.) In talking to the plant people in other states, they all more or less abide by this ruling because they want to be good boys and girls and not get into any trouble.

Any manufacturer can very readily get an audience with the plants and submit their garments. The plant safety engineers will tell them whether or not their garments have the safety features required by them. This manufacturer can then tell the stores that his garment is in line with safety requirements. They steer clear of using the term "approved by".

Lockheed Aircraft and Vega

As you know, Vega is owned by Lockheed, and they work very closely. I talked with Mr. E. R. Purpus of Lockheed and his assistant, Miss McCormack. Mr. Purpus told me about the law and then went on to say that in addition he insisted that the manufacturer use "Sanforized" materials. His reason is that they want to make sure that the girls do not come in in tight-fitting garments because they do work alongside men in the plants. Mr. Purpus thought that this would be a good angle for us to stress even stronger in our advertising than we have done so far.

Vultee Aircraft - Mr. A. R. Baish

The requirement here is for either one or two-piece garments. They have their own commissary department and stock garments, all "Sanforized", ranging from $2.98 to $7.98. Most of them are in the light blue or tan denim. (Some of these come from Ethelle.) However, they intimated to me that they wish they didn't have a commissary department, and actually they say that more of the girls buy the garments from the retail stores rather than their own commissary. Mr. Baish feels that the girls still like to have something to say about what they're going to wear and like to go where they can get a larger selection.

Hardman Aircraft

I didn't go to the Hardman plant, but they are buying their garments from the Broadway Department Store. It is a one-piece coverall, and it is stocked in their commissary department. However, the girls may, and many of them do, go to the store and select another garment.

Army Air Force - Mr. B. C. Shibe

Mr. Shibe is a civilian in the employ of the government. His particular job is to get priorities on all sorts of things for the small plants in the Southern part of California, and according to Mr. Shibe these plants are very, very numerous. He made the following suggestion: That all of us who are doing anything along the lines of promoting work clothes should stress very strongly to the manufacturers and the retail stores that they keep their stocks down to a few styles and use as few types of material as possible in order to cut down the dead stock that is cluttering up the shelves of department stores and is not moving.

He says that in the main these small plants appoint a committee of girls and submit a few garments to them for their approval, and this seems to be a very satisfactory way of handling it.

SAN FRANCISCO AND AREA

General Cable - Miss Boak

They are now buying a one-piece coverall from Fleischman. This is one of the plants that buys the garments and furnishes it, pays for the up-keep. They even buy the shoes that the girls wear. They report that the girls comply very readily and they all seem to be very happy.

PORTLAND

Columbia Aircraft Industries, Inc. - Miss Anne E. Frederiksen

Miss Frederiksen is in charge of the women's personnel. She was very glad to get information on women's work clothes because they are just in the throes of deciding on a garment. They had a few samples and were more or less trying them out. She was very definite in the fact that she was going to work with one of the local manufacturers, and in all probability they would buy the garments and furnish them to the girls. This is because the work is of some special nature that requires ample protection.

Iron Fireman Manufacturing Company, Inc. - Mr. Gowing, Personnel Manager; Maude E. Withers, Assistant Personnel Manager; Miss Mathews, Doctor and Nurse for the plant.

Mr. Gowing has turned the entire handling of the woman problem over to his assistant, Miss Withers, and to Miss Mathews. They do allow the girls to wear either a one-piece or a two-piece garment, and whenever a girl does not conform she is very severely reprimanded -- and both these women know how to do it! As we went through one section, they told me that one of the girls sitting over in the corner was the debutante daughter of one of the wealthiest families in Portland. We asked her where she bought her garment -- it came from Montgomery Ward, and was a one-piece coverall.

Oregon Shipbuilding

This is the Kaiser outfit that has been in the newspapers so much recently. They are just beginning to hire a few women and all of it is being done through Mr. C. L. Johnson of the United States Employment Service for the Oregon Shipbuilding. I tried to contact Mr. Johnson, but he was out of the city.

SEATTLE

Boeing

They have their employment office and such other departments as their buying office, in a building that they have taken over downtown. This makes it very handy and eliminates having so many people go to the plant. This building is right in the center of town and within a few blocks of all of the stores, yet not one of them had been near them to find out their attitude; so I took over the job.

I found that they were willing to work with the stores -- their attitude is that they want to distribute the business among all of the stores, and they more or less lean over backwards. They did tell me that they were having difficulty getting the girls to wear the right kind of clothes -- that they didn't dare be too dictatorial, but that they would like them to look better. They wanted to know if I had any suggestions. I told them that they were just too soft -- that they just let the girls cry on their shoulders too much; and I made the further suggestion that they hire a woman supervisor.

They agreed to allow the stores to submit samples of their merchandise and have it on display in this downtown office where the hiring is done.

Mr. H. D. McGuinness was very much taken with our ad "Do the Girls in Your Plant Look Like This?", and he wanted to know if he couldn't have a blow-up of it. This was sent to him, and he promised me faithfully that he was going to use this in connection with the garments that are going to be sent over by the stores.

ORDNANCE PLANTS

Salt Lake City Ordnance - Mr. Gerard, Safety Engineer

Mr. Gerard was very anxious to get all the information he could on women's work clothes, and, like so many of the others, he wanted to work with someone right in the city. Ordnance plants such as this have a very special problem, and so they buy the garments and pay for their up-keep. The girls coming off the shift take the garments off, take a shower, and put on their street clothes. The garments are laundered every day and they are starched very heavily. The reason for this is to keep the powder from seeping through, and the reason for changing every day is to prevent any fire hazards as it's obvious that if the girl lit a match with the suit on that had any powder on it, she would go up in smoke.

Mr. Gerard had already been in touch with Mr. Pyke of the Pyke Manufacturing Company and felt that he was the logical person for him to work with. As I came back through Salt Lake City on my way to Denver, I 'phoned both Mr. Gerard and Mr. Pyke and found out that everything had been settled satisfactorily. Mr. Pyke's order was for 18,000 garments.

Denver Ordnance

I saw both Mr. Watson and Mr. C. R. Babb, the assistant; and it is all being handled by Mr. Babb. They were open to suggestions also. The garment they have been using is an unbleached muslin one from Donnelly. They aren't particularly satisfied with it because it isn't heavy enough. I told them that Donnelly made other garments and used heavier materials, so they might like to contact them. However, when I told him about the Salt Lake City Ordnance he really got interested and said that he would like to see their garment; so I wrote to Mr. Pyke and found a letter waiting for me when I returned, saying that he was going over to see the Denver Plant and try to line up the order.

OTHER INDUSTRIES

In Seattle I was stopped in my tracks when I saw the first woman manipulating a motorcycle delivery affair through the heavy traffic. However, as I went down the coast this became quite a familiar sight. All of the girls were in slacks and most of them were very dirty.

Women taxicab drivers are being used in Salt Lake City and several other cities down the coast. Only a few of them seemed to be wearing slacks.

Safeway Grocery chain seemed to be hiring women, and all of them are wearing pants of some sort. In Los Angeles they have more or less adopted a standard garment. It comes from Ethelle.

Gas Stations: The gas stations are also beginning to hire women. I got my lead on this mostly by looking in the "Help Wanted - Women" ads. I passed this suggestion on to buyers when I talked to them, and it seems that it was something that hadn't occurred to them before.

I've cut out a clipping from one of the San Francisco papers which states that there was an 80% increase in the number of women workers in California aircraft plants, exclusive of clerical or office workers.

TYPE: One-piece coverall with long sleeves.

USED BY: Pan American Airways -- Similar types being worn at:

Pacific Coast.

Breeze Aircraft
Columbia Aircraft
General Motors
Gruman
Salt Lake Ordnance
Denver Ordnance
Watertown Arsenal

SPECIAL FEATURES:
(a) Concealed front buttons.
(b) Set-in belt.
(c) Slash pockets - not patch - below waist.
(d) Sleeve made with inverted pleat and tight cuff to prevent exposure of arm to dirt and grease.
(e) Tucks for fullness through hips.
(f) Action pleats in back of shoulder.
(g) Extended shoulders - following the style of a dress.
(h) Drop seat with gripper feature allowing 6 inch waist adjustment.
(i) Adjustable ankle tabs.

FABRIC: 2.85 Herringbone Jean in Khaki -- "SANFORIZED".

RETAILED BY: "Women at Work" garment by J. C. Penney Co.

RETAIL PRICE: $3.98

GARMENT NO. 1

TYPE: Two-piece coverall with short sleeves and matching apron.

USED BY: Curtiss-Wright - Similar garments worn by girls working in Chain grocery stores such as, Safeway; gas stations, and Bendix.

Note: In most California plants such as, Lockheed, Vega, Douglas, and Consolidated, girls can wear garments similar to this two-piece coverall or to #1 - one-piece coverall.

SPECIAL FEATURES:

Slacks: Classic style with one slash pocket, side "Gripper" fastener closing, two-inch adjustable waistband, tapered leg.

Jacket: Designed to be worn out, two lower patch pockets and one hinged micrometer pocket (special feature for Curtiss-Wright), yoke back with fullness for free action gripper front closing.

Apron: Long and full - follows style of butcher apron - same pocket detail as jacket.

FABRIC: Faded blue sports denim -- "SANFORIZED".

RETAILED BY: By a small store near the factory

RETAIL PRICE: $4.17 for three pieces. 6.50 retail
Cut

GARMENT NO. 2

TYPE: Two-piece in-or-outer coverall.

USED BY: Similar type worn by:

Bell Aircraft
Goodyear
Sikorsky
Sterling Engine Co. (who specify navy color)

SPECIAL FEATURES:

Slacks: Diagonal slash pockets
Button side closing
Adjustable tab feature at ankle

Jacket: Yoke front
Convertible collar
Two patch pockets - one with special pencil pocket.

FABRIC: Navy twill -- "SANFORIZED".

RETAILED BY: F. W. Woolworth & Co.

RETAIL PRICE: Jacket: Sizes 12-20 $1.89
" 38-44 1.98

Slacks: Sizes 12-20 $1.98
" 34-42 2.49

GARMENT NO. 3

TYPE: Bib overall with matching shirt.

USED BY: Glenn Martin, Baltimore

SPECIAL FEATURES:

Overalls (a) Fitted brassiere-type bib top.
(b) Button closing at sides
(c) High pencil pocket - patch hip pocket
(d) Straps crossable in back
(e) Stitched down pants crease

Shirt: of matching fabric with short sleeves, convertible neckline, yoke back.

RETAILED BY: Small store in Baltimore.

FABRIC: Covert - "SANFORIZED".

RETAIL PRICE: $4.50

GARMENT NO. 4

TYPE: Jumper coverall worn with separately bought shirt.

USED BY: Any plant specifying a one-piece coverall.

SPECIAL FEATURES:

(a) No exposed buttons below waist.
(b) Fitted waist with inverted tucks.
(c) Back fullness with gathers at yoke and waistline.
(d) Sleeveless - cooler - worn with blouse that can be separately washed more often than whole garment.

FABRIC: Pin check -- "SANFORIZED".

RETAILED BY: In current mail order catalogues and sold by many retailers.

RETAIL PRICE: $4.95

GARMENT NO. 5

TYPE: Jumper dress worn with separately bought shirt.

USED BY: Women doing bench work who don't require pants but do require some kind of work clothes.

SPECIAL FEATURES:

(a) Set-in belt.
(b) Cut high both front and back to prevent straps from slipping off shoulders.
(c) Double stitched seams
(d) Deep pockets

Note: Blouse has epaulets for shoulder straps.

FABRIC: Work chambray -- "SANFORIZED".

RETAILED BY: J. C. Penney & Co.

RETAIL PRICE: $1.29

GARMENT NO. 6

TYPE: One-piece coverall with long sleeves.

SPECIAL FEATURES: (a) Concealed button front.
(b) Slash pockets below waist.
(c) Sleeve made with inverted pleat to prevent exposure of arm to dirt and grease.
(d) Tucks for fullness through hips.
(e) Yoke back with gathered fullness.
(f) Extended shoulders.
(g) Drop seat attached to belt that has a 3" button adjustment.
(h) Adjustable ankle tabs.

FABRIC: Printed herringbone -- "SANFORIZED".

RETAILED BY: J. C. Penney & Co.

RETAIL PRICE: $3.98

GARMENT NO. 7

TYPE: One-piece coverall with long sleeves.

SPECIAL FEATURES: (a) Concealed front buttons.
(b) Slash pockets below waist.
(c) Sleeve made with inverted pleat and tight cuff to prevent exposure of arm to dirt and grease.
(d) Set-in belt.
(e) Drop seat with button features allowing six-inch waist adjustment.
(f) Action pleats in back.
(g) Extended shoulders.
(h) Adjustable ankle tabs.

FABRIC: Faded blue sports denim. -- "SANFORIZED".

RETAILED BY: Sears, Roebuck, catalogue.

RETAIL PRICE: $3.98

GARMENT NO. 8

TYPE: One-piece wrap around coverall.

SPECIAL FEATURES:
(a) No buttons or fasteners of any kind.
(b) Easy to get in and out of.
(c) Short sleeves.
(d) Large patch pockets.
(e) Yoke back with gathered fullness.
(f) Adjustable ankle tabs.
(g) Especially designed for farm workers, but also suitable for factory wear.

FABRIC: Work shirt chambray -- "SANFORIZED".

RETAILED BY: J. C. Penney & Co.

RETAIL PRICE: $1.98

GARMENT NO. 9

TYPE: Two-piece coverall with short sleeves.

SPECIAL FEATURES:
(a) Made by a men's wear manufacturer.
(b) Tuck-in shirt.
(c) Yoke back with gathered fullness.
(d) High closing neckline.
(e) Side buttoned slacks with one-inch adjustment.
(f) Back patch pocket.

FABRIC: Covert--"SANFORIZED".

RETAILED BY: Department Stores throughout the country.

RETAIL PRICE: Slacks - $1.98
Shirt - 1.50

GARMENT NO. 10

TYPE: Bib-top overall with matching jacket.

SPECIAL FEATURES:
(a) Union made.
(b) Adjustable straps, stitched at crossing in back to prevent slipping off shoulders.
(c) Set-in belt.
(d) Bar tacked patch pockets.
(e) Tapered trouser legs.
(f) Long sleeved jacket.
(g) High-low neckline.
(h) Sturdy stitching throughout.

FABRIC: Heavy work denim -- "SANFORIZED".

RETAILED BY: Montgomery Ward, catalogue

RETAIL PRICE: $1.49 each

GARMENT NO. 11

(COPY)

OFFICE OF DERMATOSES INVESTIGATIONS
NATIONAL INSTITUTE OF HEALTH
Bethesda, Maryland

March 17, 1942.

Dear

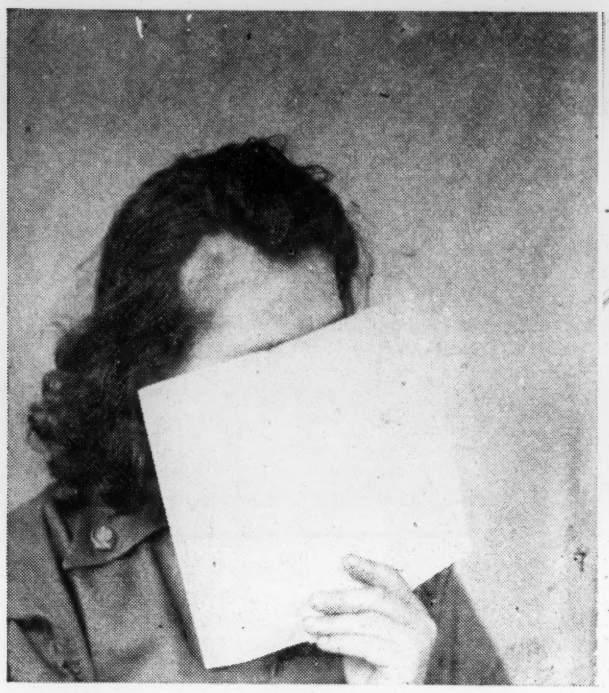
We have received a communication from the U. S. Department of Labor Women's Bureau stating that you desire information as to where gloves made of Pliofilm, Koroseal and Vinylite can be obtained. Such gloves are not yet manufactured for commercial purposes. Koroseal and Vinylite gloves have been made experimentally in the laboratories of the B. F. Goodrich Company (Koroseal), and the Union Carbon and Carbide Company (Vinylite). These materials, however, could be obtained before priorities went into effect and sleeves, aprons, hoods, and coveralls could be made for them.

A material known as Resistoflex (polyvinyl alcohol) is obtainable in the form of gloves from the Resistoflex Corporation of Belleville, New Jersey. This material is protection against practically all solvents but softens if exposed to water.

Sincerely yours,

Louis Schwartz, Medical Director
Chief, Dermatoses Investigations Section

Look Out Girls—It Could Have Been The Whole Scalp



What happens when hair catches in a drill.

Just a handfull pulled out this time—could be the whole scalp.

Correct way to wear net—all hair under cover.

Drill Press Can Tear Hair When Unprotected

Hair torn from the scalp of one of the women drillpress operators in another G-E plant gave vivid evidence of the danger than can result from neglect in failure to use proper hair coverage when operating the machine. Pictures illustrate the accident, its cause and how it could have been prevented.

We have always had to guard against loose hair getting caught in spindles, even with men. Recently, cases of this kind have shown a marked increase due to more women being put to work, and it gives us a bigger job as Safety people.

If hair nets are properly worn, and the forelocks, as well as the hair on the side, are covered by the net, we can eliminate accidents of this kind. We must recognize, however, that our job is to teach people to keep hair and nets in the clear AT ALL TIMES. They must be very careful that their hair nets never touch the spindles, drills or other revolving parts, during the process of bending over or similar movements.

TOOL APPRENTICE

J. J. Varga

The Apprentice Association regrets to announce the loss of two of its members, **Harry Chrisman** and **Lou Shackett**, to the armed forces of Uncle Sam. Harry has been in the Navy before joining us and will return at a rank higher than when he left, which is a coxswain, second class. He had announced his engagement before his enlistment but will nevertheless continue with his plans for marriage.

Lou was one of the charter members of the Apprentice Association, having served as chairman of the "Brain Trust." We owe much to him, as his enthusiastic support and tireless energy were largely instrumental in starting our organization and shaping its policies.

We shall miss these boys greatly, for Harry's never failing sense of humor, and Lou's ability to mix with everyone, will always be fresh in our memories. Good luck, boys.

Mr. James Watson, supervisor of the 27-C tool crib, and who is now convalescing at his home following an operation, wishes to thank all members of the Association for the gift which he received from us recently. **Lou Shackett** and I made the presentation, and report that he is feeling much better and will return soon.

Four new apprentices have been added to the toolroom in the past two weeks. As the data concerning them is not yet complete, more news of them will be given next week.

Eddie Richter was host to the Music Club at his home recently. Beginning with a composition by Brahms, he followed with works of Liszt, Kalman, and Chopin, which were well received by the appreciative audience. After hearing four parts of the William Tell Overture, a note of humor was interjected when the record, which he announced as the fifth part, turned out to be a "plate" of hot American jive. Music, however, faded into secondary importance when the presence of Eddie's pretty cousin, **Peggy,** became known. In addition to being a witty, clever, conversationalist, she also danced the rhumba expertly, which made the evening a complete success.

Johnny Filia, with the usual foresight that comes from being a member of the Association, has the inner track to the lovely maiden and in seeing her quite often. The next meeting of the Music Club will be at **Samuel Paprock's** home, and we're hoping that he'll have a few cousins at hand also.

The apprentices proved to the tool makers, once and for all, that baseball is a game strictly for the younger set, by trouncing them 8 to 4. **Bill Gombos** and I were the umpires, while **Andy Biros** and **Howie O'Connell** faced **Vinny Hetes** and **Johnny Harcarik** as the batteries. The score might have been different if **Mr. Frank Richter** would have connected with a terrific swing that spun him around and floored him. **Peter Vancho's** timely errors helped us a lot, but were evened later by similar 'boots' by our **Johnny Harcarik.** One of the surprises of the game was the amazing agility displayed by the elder **Mr. O'Connell,** who relieved his tired son, catching behind the bat, after playing several other positions. With the score 8 to 1, **Don Oates** "relieved" **Vinny** and allowed three runs in the last inning.

Note to **Alice T.,** 23-B: It is not true that "it is all over" between a certain apprentice and the bewitching **Rose.** It is merely an experiment, so he tells me.

George Bartuleviez has been transferred to the Methods Room, to add to the growing list of **Peterson-Eichhorn**—trained mechanics.

Sid Bailey is now in 29-A-R, moving from the main toolroom. The only thing not exactly to his liking is the noise there, which interferes with his singing. You can always try cotton, Sid.

Art Nelson won a prize last week in a golfing tournament, by coming in fifth. The only thing preventing him from taking first prize is his slice, he claims.

If the average family of four saves its tin cans for two weeks it will have 18, or enough to supply tin for a portable flame thrower; for four weeks, enough to make the bushings for three .30 caliber machine guns.

* * * *

Sweat and Action on the Production Line Must Match Blood and Action on the Battle Line!

* * * *

Fifty-one thousand tons of blackplate have been saved by cutting down its use in bottle caps or enough to turn out 2,000,000 55 gallon drums for shipment of oil to Australia.

THE PICTURE ON YOUR BADGE is smaller than one inch and is difficult to see under normal conditions. Do you think the gateman can see your badge clearly if you wear it on your belt?

ELECTRICAL FITTINGS

Helen Bohlin, Bldg. 110

Ship Ahoy! SS .110 again dropping anchor into home port with greetings and salutations from its officers and crew. Before crossing the gang-plank I must warn you not to be alarmed by what seems to be the shriek of an air-raid alarm system. It is only our new electric trucks rushing back and forth doing their best to aid us in our "rush for freedom."

Ignore, also, the hustle and bustle of the carpenters and painters, who are adding to our hull a new dispensary, to care for the injured and a cafeteria to feed the hungry crew. To quiet our nerves we bring forth two beaming faces. One is **Steve Ritz** who will soon have a bride to convince how "Ritzy" he is with his affections, and in the same category is "Smiling" **Pat Rosati** who needs only his good looks and of course his pay-check to impress his mate-to-be on August 29. Don't forget our share of the wedding cake boys!

His cheeks wet with salty drops at such a display of happiness, our curly-haired brakeman, **Johnny,** is playing Romeo between Bldg. 103 and 110, hoping he too, can find his Juliet among the pretty navy girls. Sympathizing with him are newly engaged **Julia Kassary** and **Frances Johnson,** both acting like moon-struck turtle doves. Come down to earth, kids, and start talking so we can understand you.

The fable of receiving a message in a bottle across the water was re-enacted last week when **Natalie Cretelea** and **Hilda Silveira** received an invitation in this manner to a "bon voyage" party on navy recruit, **Eli Bonfietti.** The bottle made the perilous journey across the white-capped waves from Remington Arms to our anchorage. Give us the low-down, gals, on how you made out with your blind dates!

Giving his O.K. to this unique message our new inspector, **Mike Sturoli** told the girls "full speed for a merry time." Missing the incident was **David Kuskin** who was in New Haven taking a Civil Service Exam for Special Investigator. After this we will have to be extra-extra cautious.

Looking with tolerance at us Navy people is **Ethel Hayes** whose husband has been promoted to a Sergeant. Feeling on the same level even if her "Bob" is only a private, **Lydia Ehis** is heard from stem to stern shouting "Three cheers for the Army." In what branch of the service is your boy friend, **Ann Sanafsky?**

Mary Mackrell, Jolanda Fuggi, Gilda Guggi and **Terry Brewster** seem to prefer landlubbers from Remington for they were reported raising the roof at the Swiss Village last Wednesday night. At the Bullard's Dine and Dance affair, **Anne Rispoli** did herself proud by flaunting her good-looking he-man Joe. Realizing the gas shortage, **Helen Zanewsky** wrecked her furniture at a house-party in celebration of her 19th birthday.

Good luck to **Alma Hannon** who will depart soon for her little "Red School House" in the wilds of Danbury. Skipping back also, are quite a few of our new male recruits. Balancing the scales, **Marge Gorham** and **Ann Laufer** are returning from Fort Bragg in North Carolina after treating **Pvt. Joe VanKuren** and **Tommy Killea** with their boisterous presence. Will congratulations be in order when you return, mates?

Be careful of that couple leaning on each other's shoulder! One is poor **Helen Prezkop** with a very itching case of poison ivy and feeling just as miserable is **Fred Yamin** whose wife is on her vacation, leaving him "sentimental and melancholy." Cheer up, look at poor **"Dimples" Cirkot** who is striving to recover from a tonsilitis operation. Will it encourage you, Ann, if we should say we miss you and await your speedy return? In behalf of all the personnel, I wish to express our sympathy to **Mr. Al Wilson** in the recent loss of his dad.

Having written some items about each division of our work shop, the only thing to do is stop.

Open Your Pocketbook For The Guard

Kossuth Street ★ ★ NEWS ★ ★

Note of Thanks

I wish to take this opportunity to thank all of my fellow workers on The--------- line, for their thoughtfullness and their kind rememberance of me while I was at home ill. Words cannot express my appreciation for their most welcome gift.

Thanks again
Arthur Adams

Marge Vareha and Pauline Rose Bldg. 41

Friday is here again and we're bringing you this week's news.

Bench 35 has won the Banner. This is the third time for this group—congratulations.

Gladys Jahodas smiles are for a good purpose. Her fiancee is spending a week at her home. He is from New York.

Millie Smith just can't wait until September rolls around, because her boy friend is coming home on leave.

Helen Perko has been having a wonderful appetite these days, and she claims she wants to stay slim.

Mrs. Snow is back with us after a two week vacation. Glad to see you back.

Who do you think was occupying the ring-side seat at the Cafe Howard? None other than **Teddy Nayden.**

Bill Cranker has a new name, "Judge Hardy." Don't you think it suits him?

Congratulations to **Mr. and Mrs. Van Gibson** on the arrival of a baby boy Sunday, August 16.

Johnny Demesak sure has changed. Don't you think so?

Flora Sabatino has a collection of male photographs. If you're looking for one, just get in touch with Flo. There's nothing like an introduction.

That cute little fellow you see working on line 39 is **Billy Federko.**

Bob Harper isn't himself lately, and won't be for a long time. The reason for this is that Lou is on a month's vacation. Poor Bob.

The rains came and brought us back **Harold Feith.** Harold has been in Indiana for several weeks.

Here's wishing all the luck in the world to **Howard Davis.** Howard joined the Army Air Corps.

It's too bad the rain spoiled our Concert Sunday. It will be held this coming Sunday, so come on and let us all be there. It is our band.

It's good to see **Betty Repay** full of pep. No matter how tired she is, she never looks it.

Interesting Facts

By the end of 1943, U. S. production of aluminum will be approximately 2.1 billion pounds—six-and-one-half times 1939 production.

* * * *

Wooden-solded shoes, designed to conserve war essential leather, are now being produced by a Midwestern shoe manufacturer. Hard maple and sugar pine are the woods used.

* * * *

In less than two years, one war material manufacturer has placed 3,800 subcontracts with 727 companies in 151 cities.

Remember Them?

William G. (Scotty) Craighead and Ed Hall, former Bridgeport Works men, with Drum Majorettes Carolyn Parker and Kay Pistey.

W. M. SALES

Tennant and Forsberg, Bldg. 21-D

Margaret Erdle, a newcomer from the Transcribing Bureau, has taken **Helen Moticka's** place as she is replacing **Dotty Ferguson,** who is on her vacation.

We notice that **Rose Lakeman** receives an outside call every noon-hour from the boss of the family.

We are glad to welcome **Doug McCann** to the Wire Sales Section.

We understand that **Don Dewey** has received his papers from the U. S. Navy and may be leaving us shortly.

Vacations are being enjoyed by the following: **Jane Swenson,** (at Rockford, Illinois), **Doris Sikorsky, Gertrude Henry,** and **Mr. A. Newman. Doc "Mike" Cooney** is suffering from a bad arm which he received trying to knock a golf ball out of a sand trap. (We know that Sugar is hard to get, but we didn't know that there was a shortage of Salt). What do you know about it, Mike?

Everybody seems to be asking **Peggy Griffen** about Sandy. Those that aren't, should.

Dell (our little ball of fire) tells us that her husband, who does not work in the G.E., found a copy of last week's NEWS in another plant and now calls her his little ball of fire.

We hear that **Jim Downey** and his son went to Ebbets Field to see a double header a few days ago, but Old Man Jupiter Pluvius took over and as a result they only saw seven innings of one game.

We understand that **Irene Homko** has become engaged to **Kennie May,** formerly working in the G.E. Employee's Store. After reading the letter from **Bob Johnson,** there should be no doubt in some young girl's mind about the future. Thanks for letting us read it **Grace.** Any news or pictures will be more than welcomed by your two news hounds.

He: You look sweet enough to eat."

She: "I do eat. Where shall we go?"

APPLIANCE

Ottie Gilmore, Bldgs. 23-R-L-A

Congratulations to **Lester Hamlin** and **William Houghton** who are proud fathers of bouncing baby girls. Also, to **Mr. and Mrs. Jessie Sneed** who recently celebrated their 13th wedding anniversary. And we hope you have many more.

Berlie Farley from good ole Kentucky sure would like to see his name in the WORKS NEWS, so here it is.

Don't become excited if you see **Bertha S.** coming in all covered with netting. She seems to have mosquito trouble since she came to Bridgeport.

Dorothy K. and **Helen C.** sure had a lovely time in New York City last week-end. The strange squeaking noise was **Helene** losing her voice Monday.

Louise S. recently became Godmother to her little nephew.

A letter was received from **Frank Rassiga** recently. He is getting along fine and in the best of health down in Texas. Sends regards to all his friends in G-E.

Peter Graham is so generous lately—treating the girls at the Canteen. We always knew he was a jolly good fellow.

We are glad to have **Harold Eckhardt** back again after being out a few days ill.

On the night-owl shift, **Bill Beck** has volunteered to help out with some news and it will sure be accepted.

Carl Anderson, Bobbie Barr, and **Bob Rowland** took four natives of Kentucky horseback riding the other morning (in the rain). The Kentucky riders were **Paul Gross, Mitchell Brown, Loy Dodson,** and **Brooks Hill.** The results—**Anderson** rode a very slow horse. Those two master horsemen, **Hill** and **Rowland** took a plunge. All were soaking wet, including the horses. Some of the boys are still looking for standing-up jobs.

The boys on the filing bench could sure take the prize for telling the best false stories (not mentioning any names). Until next week—so long.

Night News

Josie Garofalo and Catherine Szymanski, Bldg. 22-D

Saturday night found **Helen Garbus** New York bound to meet her soldier boy friend who was on furlough . . . **Jean Williams** is spending a few days in Penn. Incidently Jean has three brothers in the army . . . It looks like romance for **Teddy Hughs.** They made a sweet twosome walking down Main St. Monday afternoon.

Marion Peterson spends Sunday afternoons at the Iron Gate holding hands. We nearly had to apply artificial respiration to **Beverly Solorow** when **Charlie Goldfield** took a walk through 22-B. Next time Charlie, please give Beverly notice. The reason for the happy smile on **Martha Polascik's** face was because her family arrived from Pennsylvania to spend the week-end with her and her twin sister Margaret who also works at the G.E. Since you have the riding outfit **Virginia,** why not let **Evelyn L.** teach you how to ride. Best wishes to **Ronnie** and **Jean** who are now bunking together.

We often wondered what **Marie** found so interesting walking through Beardsley Park. The above photo tells us the answer.

Too bad girls, the trip to New York was called off. Better luck next time. Anyone wishing to take lessons in Hula dancing see **Marion.**

The meanest men in town were the ones who pass **Evelyn** while she was fixing a flat tire on the Parkway. What's the attraction on Saturday nights in Long Island, **Helen K.** What are your plans **Mary Z.** after your husband leaves for the army?

Many happy returns to **Mary B.,** who just celebrated her birthday. Take notice girls of the locket she received from **Henry.**

That was a nice picture of you **Ethel Cuhran,** on the front page of the G.E. NEWS. **Helen Kopinske** has a far-a-way look in her eyes since Uncle Sam is calling her **Stan.**

The girls on STAKING can't wait until next Friday. We will let everybody know in our column next week.

RADIO and TELEVISION

Al Josephson and Joe Novak Night Shift, Bldg. 29-DE

We wonder if the two **Marges** that work together could get along without **Joe D.,** from Middletown, N.Y. keeping them in stitches all night.

Long **John Norko** seems to get along very well with the female population in our department.

Speaking of females, we'd like to welcome the three new girls to our department. We hope they will have a long stay.

October 24 will be a great day in the life of **Art King,** supervisor. He will marry **Norene Langhans.** We wish Art a lot of luck.

Now we know why some of the girls like "Sunshine" as their milkman. The reason is, when he goes for the milk the girls don't have to pay for it.

We see **Connie P.** making herself comfortable by working with her shoes off.

Notice to **"Red" Bailey!** When you learn how to chew tobacco let us know. The other night Red was persuaded to try chewing tobacco. He had the tobacco in his mouth and that's as far as he got. He was sick for the rest of the night.

Flash on **Bill Hasell!** While watching a girl walk by, Bill swallowed his gum.

We'd like to congratulate **Vera Holmes** on her (?) birthday. She's one of our cute girls from the South.

We see **Joe Bernardo** making out pretty good the other night. What's your technique, Joe?

If you had seen **Marge Scalisi,** from Norwalk, the other night you would have thought she was an Indian. She had gray paint on her face.

St. Peter: "How did you get here, my good man?"

Clutts: "Flu."

* * * *

Sailor: "Don't bother me. I'm writing to my girl."

Marine: "But why are you writing so slowly?"

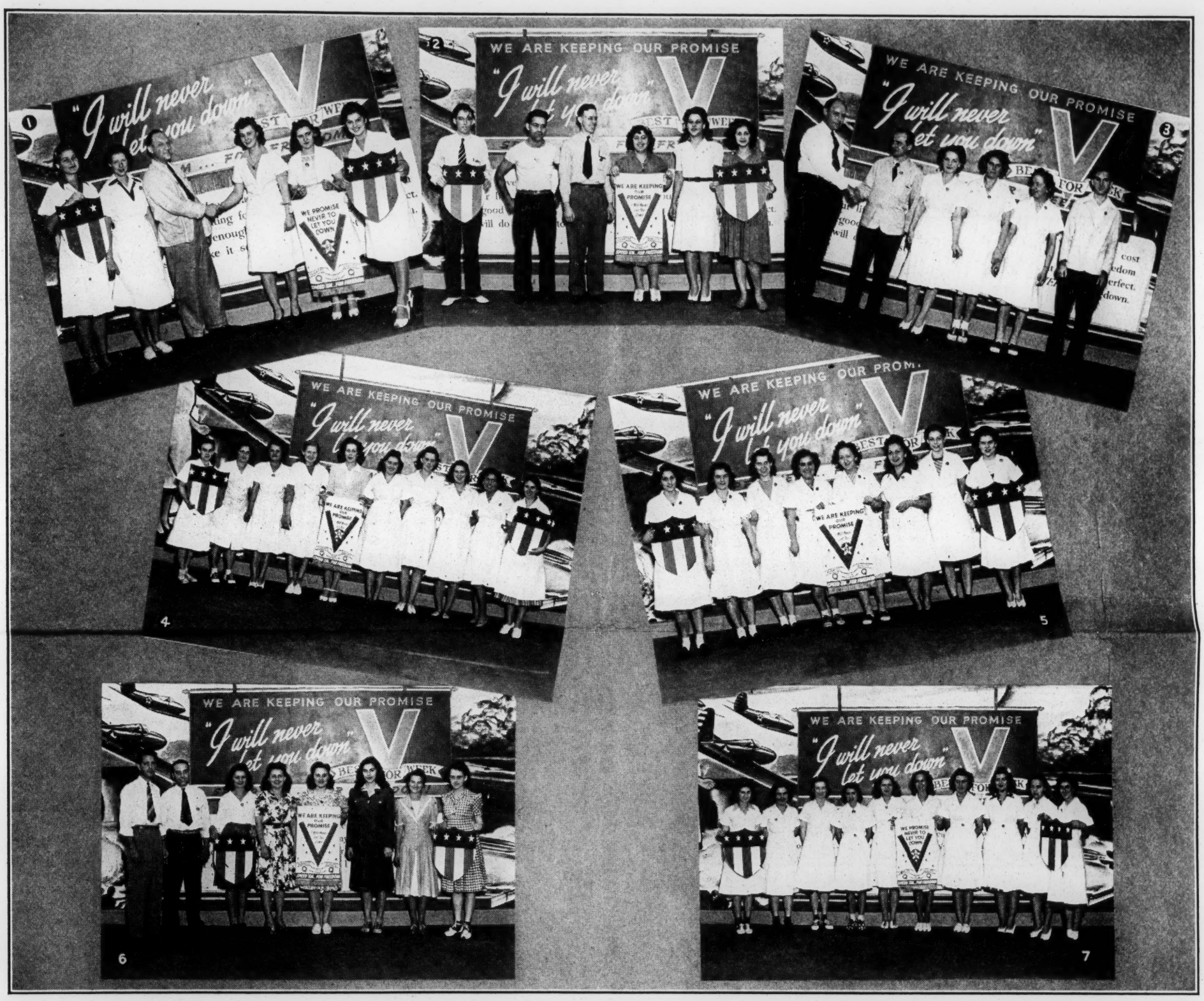
Sailor: "She can't read very fast."

★ SOLDIER ★

Raymond Dewey, formerly in the Appliance Section with his mother. He is now in U.S. Service with the Headquarters Division, Camp Shelby, Miss.

G-E Band Concert At Pleasure Beach, Thursday Evening

Radio Keeps Promise To Service Men By Maintaining G-E Goal Of Quality



1. Carrie Nelliwojk, Mary Jason, Roy Losey, Mary Frolich, Jean Hazarko, Helen Kosarko.
2. Robert Farrell, Abe Tobias, John Cowperthwaite, Mary Abraham, Eugene Dimore, Mary Stevenson.
3. E. G. Weinbrecht, Foreman; Chris Ruizzo, Frances Koflinski, Polly Pall, Eve Mintfil, Tony Yarrish. This is the first time that this group has won the banner of the week.
4. Bessie Lekas, Veronica Madigan, Mary McCarthy, Helen Merhill, Mary Palys, June Golias, Elizabeth Zrich, Teresa Stine, Mary Mika, Louise Kappe.
5. Rose Pagluco, Margaret O'Reilly, Alice Karolius, Helen Cipos, Eve Montifil, Shirley Milenko, Irene Matyas, Dorothy Scribner.
6. George Graham, Charles Valentine, Rose Falco, Helen Urbanowicz, Ann Mayernick, Supervisor; Stacy Constandy, Mary Haray, Goldie Edmunds.
7. Helena Hoffman, Mary Mordovanic, Ann Stedina, Teresa Thomas, Mary O'Hara, Helen Brown, Jeanette Paccili, Irene Joseph, Antoinette Simski, Mary Jankura.

Here's How Radio Employees Know They Are Keeping Faith

Entering the eighth week of the contest, several interesting developments are noteworthy. There are four factors upon which the competing groups are rated. (1) Quality or percentage of operator rejects. (2) Late and attendance record of the groups. (3) Housekeeping rating based upon several inspections during the week. (4) Quantity or performance against schedule. Everyone's record counts for his or her group and everyone can follow their group's progress during the week because their complete record is on the Rating Card for all to see. The method of scoring is also on the card, which removes any mystery about how the ratings are determined. Every group is rated exactly the same, so that fairness is assured.

The winning groups of the small banners received "I Promised" pins. The WORKS NEWS publishes the pictures and names each week. There are four main jobs who compete for the big Victory Banner. The competition is so keen that it is not unusual for the winner to do so by 1/10 of 1 per cent. To be really on their toes with a spirit of earnest competition to come out on top and chalk up winning scores is the attitude which is evident.

Today's wartime production is so vital. The pledge cards speak for themselves by saying to our armed forces, "I Will Never Let You Down."

Quality ★ ★ ★

MUST BE BUILT IN!

Quality Cannot Be INSPECTED Into Equipment — It Must Be BUILT IN.

G-E Band Concert At Pleasure Beach, Thursday Evening

The Unconquered People

EDITOR'S NOTE: *This is the last of the series of WORKS NEWS articles based on a publication by the same title, which is available to all by writing to the Office of War Information, Washington, D.C. Concerning this material, Elmer Davis, Director of the Office of War Information, said: "The American people should know the facts of the heroic resistance to Hitler by their silent allies in occupied lands. Harassing the Nazis day and night at the risk of death, the people of occupied Europe have dedicated themselves to shaking off the Nazi yoke. They want the American people to know that when the time comes to credit a second front it will be effectively supported as a front of liberation."*

Slower and Slower

As the initial stupor wore off and the occupation became unbearable, the people resorted to aggressive acts of resistance and sabotage. Sabotage in France has resulted in transportation delays, poor work in factories turning out implements of war, inefficient tightening of screws and bolts on trucks and tractors and damage to plants. Sabotage of switches on French railroads has caused numerous wrecks of trains carrying arms and ammunition. Pierre Laval's return to power in the Vichy government was followed by a fresh wave of unrest and sabotage—symbolic of freedom-loving Frenchmen's hatred of collaboration with the enemy. Troop trains were mysteriously assaulted; loaded with German soldiers, one of them was blown up near Caen in Normandy, 10 miles from the English Channel. Fifteen Nazis were killed.

Small, individual acts of sabotage may seem futile. But their true power can be understood if they are seen as one ripple in a mighty ground swell of resistance. Sacks containing wheat have been slashed so that when the much needed grain has arrived in Germany it is spilled across the floor of the train. Cables have been cut, railroad bridges dynamited. Railroad and telephone lines near Lyon, for one, have been destroyed. Wire attachments have been poorly made, pipe joints not securely fastened. Skillful industrial sabotage, especially of complicated machinery, has been difficult to detect during inspection. Inferior assembly work on mobile units manufactured in French factories for use by the German military often has not revealed itself until the truck or tractor has taken to the road, causing break-downs and crucial delays in transportation.

In addition to the countless V signs that sprang up magically on sidewalks, signboards, posters, and sides of buildings everywhere, the Czechs have drawn pictures of turtles, symbolizing the industrial slowdown in their factories. The Czechs have mastered the art of industrial sabotage. Oil wagons have been punctured, troop trains sent crashing into each other, ammunition incorrectly sorted. One shipment of 20 million pieces of tampered-with ammunition had to be returned to a Czechoslovakian factory because if German retouch workers had attempted to attach time fuses they would have been blown sky high. One factory conveniently lost a cancellation slip and worked for several weeks on an order the Germans did not want, thus wasting invaluable raw materials. In a factory at Letovice, important casts for urgent work were discovered hidden in a warehouse after 2 weeks of diligent search. Tiny defects have been uncovered on airplane parts. Occasionally, machines have been run so fast that they have caught fire, or been worn out long before their normal life spans.

Strikes have been called in factories using huge furnaces just before the furnaces must be stoked. Once they go out, it takes at least 48 hours to fire them again, and precious time has been lost to the German war machine. Finished war materials, desperately needed on the Russian front, have been misdirected to Berlin, while trainloads of useless scrap iron have been sent to the Russian front. The Czechoslovakian Government-in-Exile, located in London, has estimated that Czech industrial production has been lowered 35 per cent as a result of persistent slowdowns. By means of short wave from London, Jan Masaryk (Czech Foreign Minister) has cautioned fellow Czechs to refrain from violence because of the tremendous risks involved. He advises them, though, to slow down their work, take more time turning each bolt and nut, stay longer in the washrooms, and delay at lunch time. In a Skoda plant with 40,000 workers, Masaryk estimates that "if every one of these men dawdles and takes an extra 2 minutes when he goes to the washroom, the Germans lose 80,000 minutes of production a day."

Armed Revolt

Yugoslavs are in open armed revolt against Hitler. Thousands strong, they are led by General Draja Mikhailovitch, a fiery Serb who retired to the mountainous regions near Albania last spring after the German invasion. General Mikhailovitch took with him light artillery, motorcycles, a few planes, armored cars and light tanks. His men are Yugoslav regulars bypassed by the German Army, Chetnik guerrilla fighters, Serbs and Croats and Slovenes. Mikhailovitch's forces fight in small separated groups, sweeping from their mountain fastnesses to destroy Axis troop concentrations, burn storehouses of Axis equipment, and wreck transportation facilities bearing Axis supplies. They have behind them centuries of bold guerrilla tradition, and the silent aid of thousands of peasants.

Aftonbladst, a Swedish paper, noted on January 14, 1942, that "ten-year-old boys have recently fought with the Chatnik troops. The insurgents have an excellent news service, and are always well-informed of the activities of the enemy . . . Captured prisoners are released against ransom: a colonel costs a certain amount of food and ammunition, a major is cheaper, and an ordinary can be rescued for a rifle! "They fight within 50 miles of Belgrade, and have ventured into the city itself. Mikhailovitch continues his fight for liberation in the mountainous regions of southern Serbia, parts of Croatia, and across perhaps 20,000 of the 96,000 square miles of Yugoslavia that Hitler thought he had conquered last year. Mikhailovitch is said to control three-fourths of old Serbia and parts of Herzegovina, Besnia, and Rontenegro.

When the resistance first made itself felt, the Axis referred to Mikhailovitch and his forces as merely a band of "communists and criminals emptied from prisons when the war began." But to meet the threat of this "mere band" the Axis must keep numerous Italian, Hungarian, Bulgarian, and Rumanian Divisions in the Balkans. Unless heavily armed and in great numbers, Axis troops are unsafe outside their barracks. They are suddenly surprised from behind and annihilated. Main railroad lines cannot be safely traveled. The countryside is alive with revolt.

Greek guerrila bands, living in the hills, strike at German and Italian encampments and supply lines in Greece and Crete. Coordinating their efforts with those of General Mikhailovitch, 5,000 Greek guerrillas, banding together along the Bulgarian border, swung into action in April, 1942; several hundred Nazi soldiers were killed, and a troop train wrecked east of Salonika.

APPLIANCE

Marjorie Walters, Bldg. 22-B

Smile at the camera. Don't move. Our lens focuses on pretty **Peggy Stark** and a tall curley haired lad out on a date. Could he be from 22-B or is he a mysterious Mr. X? A picture developed would tell the story.

Now let's sit in a sail boat and watch some unsuspecting victims. **Celia Vitha** and **Eleanor** would be amazed if they knew we could snap them enjoying their moonlight sail with three soldier boys. Handsome men too. What a night for romance!

Can't you picture the amazed face of everyone if we doubled our purchase of bonds and stamps. Let's do it and wow them.

Quietly we will come up behind **Arlene Walsh** and get a candid picture of that chic new hair-do. Then let's give her a snap.

Bet the fifteen girls from 22-B would be surprised if we took pictures of them celebrating pay day in the Show Boat last Thursday afternoon.

Quietly we will come up behind **Arline Walsh** and get a candid picture of that chic new hair-do. Then let's give her a snap.

Alberta Saroci beat us to it. She had a picture taken at Rye Beach with several friends. Gee, it makes us envious—they were having a grand time.

Bashful Butch has suddenly become **Beau Brommel.** Which one of the three girls he dated in one week shall we take his picture with?

Olga Darak is back looking as pretty as a picture after three weeks of rest.

Wish we could have been in New York Saturday. Lovely **Frances Rubion** was at her cousin's wedding and we could have gotten numerous photos there or later when she was at a children's party.

Seems as if we should get a farewell shot of **Leonard Felinski** who has left 23-B and gone to 27-C to become a tool apprentice. So long, and good luck.

The lights are low in the softly lighted room. A boy and girl are listening to the music of a phonograph. They are enjoying themselves, so we won't disturb them to snap their picture—**Betty B.** and her boy friend.

All's fair in love and war. Hope our snaps weren't too candid.

— Speed 'Em - For Freedom — P.D.Q.

HOME LAUNDRY

Jean Tenolitz, Bldg. 103-A

Irene is sorry to leave the girls on the 3 to 11 Shift. She sure misses you all.

Wonder where **Joe Gress** and **Earl** went over the week-end? They must of had a good time because they didn't show up for work.

"I'll Pray for You"—is the song **Dolly** sings. Could it mean she is thinking of **Don Stevens** of Camp Lee, Va.?

Did you all know our set-up man **Henry** is a very good piano player. Ask **Irene?**

Mary Roduak has competition since **Arlene Quigby** has come to work with us. Is that right boys?

Did you have a nice time Friday night, **Irene?**

Congratulations to **Ruth Tevolitz** and **Ben Silvermen** who were married Saturday, August 15 at the bride's home. Ben was one of our electricians. He is now with the Boston Navy Yard.

What happened to Doris' sunny disposition Saturday morning?

We hear **Dolly** is on a diet.

Why was **Nick** so bashful when he received his wedding gifts Friday? Did he promise his wife-to-be he wouldn't kiss the girls good-bye.

Sirty Aubry enjoyed his vacation. He spent three days in New York seeing the ball games.

Charles Anderson promised me a drink (soft one). When Charlie When?

Snuffy walks around with a sandwich in his hand all day and won't offer anyone a bite. He said he was losing weight.

How about all of the girls and boys getting together and having a moonlight sail party? I hear it is lots of fun.

It looks like Glen Miller's band made quite a hit with the 103 girls. **Arline, Dolly, Mary** and the others all had that contented look.

Who said a man can't keep a secret? **Joe Rossville** has kept one for 5½ years. Yes it is a son, and a nice little manly one too.

Jean and **Eddie Topolski** hitched-hiked to Dickson, Penn. Friday night. Jean said they had lots of fun. They rode in a moving truck.

Ceil Imperato went to a wedding in New York City. She must be having a nice time because she isn't back yet.

Betty Ruane was seen going to church Sunday with the **B.F.** When are the bells going to ring Betty?

★ ★ ★ ★ ★

QUALITY MUST BE BUILT IN!

Quality cannot be *INSPECTED* into equipment — It must be *BUILT IN.*

★ ★ ★ ★ ★

Go all out against the Axis — send in your suggestions today

G-E Victory Ensemble Enjoy's Evening Of Fun And Food At Stadler's Park

1. Vinnie Wilson, the Jitterbug King, gives a lesson. 2. Ed Richter who was elected president of the G-E Victory Ensemble. 3. Gloria Wallis. 4. This is supposed to be a playing scene. 5. The Harry Hutchinsons and Russ Le Bousquet talk it over. 6. And here is the G-E Victory Ensemble just before the dinner gong sounded. 7. Trio at ease. 8. A Foursome. 9. This looks like Marcia Geisler tipping the light fantastic. 10. Getting acquainted. 11. You'd never know little Janet Pelletier. 12. The pause for refreshments.

APPLIANCE

Joyce Doty, Bldg. 23-C

7 to 3, 3 to 11 and 11 to 7 Shifts

Here we are again, folks, ready for the next news broadcast. If you would like to know why . . .

Helen disappears during lunch hours . . . why **Rudy** insists that a girl should marry young . . . what makes **Ann M.** moan all day . . . why there is such a mix-up in the romance of **Paul K.** . . . why the Admiral and Captain have signed a peace treaty . . . why **Bill** believes in giving all girls a break . . . why **Mary** likes to go horseback riding . . . Just ask **"Ruthie"**, she knows all the answers.

Muriel enjoys writing to Uncle Sam's boys.

Why does **Mac** always whistle "The Band Played On?"

Tina says that that weekly box of candy comes from her mother, but we have our own ideas. Are you sure there weren't a few flowers, too, Tina?

Belle says she enjoyed her trip to New York last week-end.

Wanted: A megaphone, so we can hear the radio on the other side of the room.

Who is the girl whom two of the boys from Mississippi are trying to date? More power to you boys!

That's all for this week. See you later folks! In the meantime, Keep 'em Rollin'.

— Speed 'Em-For Freedom — P.D.Q.

WIRING DEVICE

Mildred Pienk, Bldg. 32-C

Congratulations to **Dorothy Fitzgerald** who became **Mrs. Thomas Comiskey**, on her vacation. She still won't tell us where it all happened.

A four star celebration was held Saturday, honoring **Jean Shaw's** ninth wedding anniversary, **Merna Colburn's** departure to Oklahoma, **Bette Flynn's** birthday and **Dot Fitzgerald's** marriage.

We all welcome **Mr. Dunbar**, and our new time clerk **Sophie French** to our department.

The junction box group celebrated **Annie Cuanciger's** birthday recently with a lovely cake.

Al Barnstein spent a short vacation in Waltham, Mass.

Marie's husband had a night off last week, and boy; did the **Slimaks** ever go to town! Marie is still talking about it.

Congratulations to **Alice Gefferth's** daughter, who is one year old.

Jean Shaw and hubby and sonny spent a pleasant week-end in New York, taking in a double header at the Polo Grounds.

Joe Biros promised a certain party a box of candy. (Where is it) We dare you.

Every Monday morning the girls flock around **Valeria Harper's** lunch bag, for some of that delicious southern fried chicken.

It's funny **Bob Richie**, that you never showed us the card you received from Rye Beach. Who was it from?

Well, so long folks—we'll see you again soon.

Shut Those Traps;
Stymie Those Japs

Careless Today
Carless Tomorrow

Suggestions Pay Cash Dividends

G-E WOMEN

(*Continued from page 1*)

will be featured as typical of the thousands of women who are picking up the tools of essential war production laid down by men going into the armed forces. Ads will also feature the patriotic homemaker who plans nutritious meals to keep her family strong, cooperates with government drives by saving tin cans, etc., and participates in the work of volunteer organizations aiding the war effort in her community.

The series starts with a black-and-white double spread in Life Magazine August 24, and a four-color double page in the Saturday Evening Post August 29. Single pages in both color and black-and-white will run in Look, American Home, Better Homes and Gardens, Good Housekeeping, Ladies Home Journal, McCall's and Woman's Home Companion.

Typical headlines are: "Who Said This Is a Man's War?", "This Fight Is A Family Affair," and "General Electric Women At War." Copy points up General Electric's program for wartime protection of appliances through authorized G.E. Service Center Dealers, the helpfulness of the G. E. Home Institute on nutritional and food conservation problems, and plugs "Buy Bonds."

America's Hardships Not So Bad! Read This . . .

Those who object to hardships and shortages imposed upon Americans by this war, might consider this order, sent out by Haile Selassie, when Italy first attacked Abyssinia:

"When this order is received, all men and boys able to carry a spear will go to Addis Ababa.

"Every married man will bring his wife to cook and wash for him.

"Every unmarried man will bring any unmarried woman he can find to cook and wash for him.

"Women with babies, the blind, and those too aged or infirm to carry a spear, are excused.

"Anyone found at home after receiving this order will be hanged!"

PIONEER PRODUCTS

Bobby Main, Bldg. 103-A

Superintendent **vonBergen** has become a peddler. He was seen riding his bike to work.

Della would need a good peddler to see her rock cookies, guaranteed to last longer than the taster's teeth.

Flash, is no name for the bright yellow tie on **Paul Fry**, especially when displayed on a contrasting shirt.

"Tramp, tramp, tramp, the boys are marching." Danny's toy soldiers they are. He claims they are to help train some home defense troops, but he handled the package containing them much as a little girl holds her doll.

Our little girl, **Anne Bobko** just received word from her hubby in Hawaii.

Ho hum! Poor **Lee Esposito** hates the tragedies of war such as keeping soldier's addresses straight.

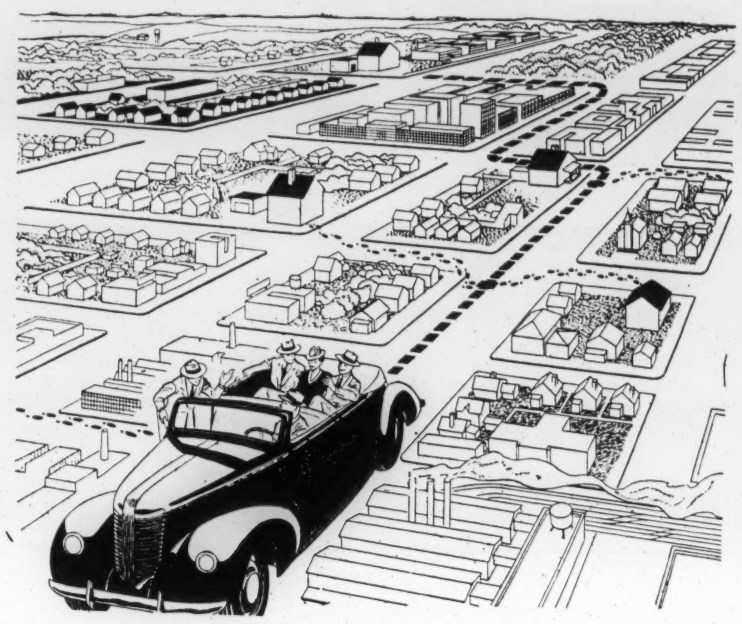
Brother **Ernie** and **Jean R.** were certainly o.k. on the roller skates at Pleasure Beach.

Ethel S. has already bragged of a champ, her new baby brother. Congratulations on the cutest baby yet.

For style, we direct you to **Vivian Tuttle's** becoming new hair-do, say nothing of **Stella's** original costume

SAVE GAS! SAVE RUBBER!

MAKE EVERY TIRE CARRY A PASSENGER



which was short and to the point.

Mary Kostin was lucky on her birthday last Wednesday, as she was the recipient of a chick manicuring set given by the boot and glove girls.

Mrs. Chas. McNuci, former **Ann Mastronardi**, has exchanged soldering in the G.E. for housework for hubby. Good luck Ann, from us all. We miss you.

Becky Mowry was not married over the week-end. She was celebrating her birthday in New York. You may have been disillusioned by her b.f. **Cliff**, who was not nervous about a wedding, but how he would catch the 12-54 train with three bags, a chaperone, and a broken down car on his hands, ten minutes before the train left.

A shower for **Betty Trohucki** was enjoyed Tuesday night. She will become **Mrs. Thomas Wagner** tomorrow. **Betty C., Marie L.** and **Frances M.** are three of her five attendants.

Millie Taylor's appointments with the dentist are so often that we believe her to have more than 32 teeth.

Sue and **Betty L.** had some charming escorts Thursday at the Swiss Village.

Eleanor W. is ill these days. We wonder if it's really acute appendicitis or lonesomeness for her cute **Corp. Stan.** now in Mississippi.

— Speed 'Em - For Freedom — P.D.Q.

TOOL SECTION

Gordon F. Monahan
Bldgs. 27-B-C, 28-B

Delayed congratulations to **Joshua Butterworth** (and Mrs. B.) who were married 27 years last week.

Also to **Hilmer (Sunnie) Sundstrom**, who became the papa (for the first time) of a new big boy, **Clinton**, who weighed almost 9 pounds. Uncle **Carl Ekwall** has another present to buy each Christmas now.

Now it can be told about **"Norm" Goodfellow**. Some of the showers for **Martha** (so the papers say) says, "In the Fall."

When it comes to picking vacations, **Miss Bilotta** and **Marge Bryan** sure can pick 'em. Both had their rubbers, raincoats and umbrellas handy each day! AND USED THEM.

Last week-end **Tony Kochan, Frank Menillo** and **Jimmie Szabo** were in a party that left out of Port Jefferson for some real deep sea fishing and according to reports about same, plenty big tuna fish and bonita (whatever they are) were caught. Two of the big ones got away, we understand, and **Tony** was about to let another one go, when **Frankie** came to the rescue for him and finally hauled the big one in.

One sight noticeable each day coming into work, is one of our toolmakers (a fairly new groom with red hair) who is STILL in love, holding hands with mamma.

Sympathy to our old friend **Frank Perry**, whose brother was buried this past week. The latest report from Frank incidently hasn't been any too good.

Art Nelson, whose brothers (besides himself)and his sister, (they have all taken prizes) who were born and raised, practically, on the Mill River Golf Course, went out and got himself some new golf sticks, and in trying them out for the first time (still on Mill River Course) shot himself a 33. So your guess is as good as mine, what he'll shoot when he really gets those new sticks working.

More congratulations tomorrow to **John Hissick**, his birthday, and I'll bet there'll be a family party in that big back yard, "under the old apple tree."

There is still a demand for some snap-shots or pictures of any kind. Send or hand them in and see for yourself what you look like in print. Get them up.

— Speed 'Em - For Freedom — P.D.Q.

LARGE CABLE

Emil Haller, Bldg. 44

The Large Cable bowlers will start their season the first Friday in September. Contact **Paul Hossofsky** for the exact time and place. Bowlers for teams will be picked the first night, so don't fail to show up.

The Cable softball team stepped out of the league so that the Code Wire Production could move into first place and what happens—They get smeared the very next game by a second division team. In their next game they did a little better. **Ben Turner** doing a nice job on the mound for Cable, came near to a shut out he should have had, if his teammates hadn't stopped to play tag with a runner between first and second base allowing a man on third to score. **Craig** and **Donnelly** had a big day at bat, accounting for most of the Cable team's runs.

Al Cockfield is bowling in earnest nowadays. If you happen to be in a certain bowling alley and Al should walk in, you would hear someone say, "Oh-oh, here comes the Pin boy's Delight." It seems the pin boys have a rest when Al rolls them.

11 to 7 Shift

We have learned from a long round about way that **Johnny Lopata** is engaged to a girl. Whether he travelled far or near to ask the question, we don't know, nor do we know her name as yet, but give the boys on the 11 to 7 shift a few days and their under-cover gents will have a story. So sit tight.

Did you know that **Joe Arafalian** is an inventor. He experiments with electric light bulbs that are blown out.

Pete Chopsky came off his vacation and is looking swell and is in full swing with the song, "Just Singing in the Rain," that the boys dedicated to him during his absence.

We wonder why **Tommy Judd** is in working clothes one day and his new suit another day?

Mac McGuire is going around telling everyone that he's found two more girl friends at the Horseshoe Grill.

— Speed 'Em - For Freedom — P.D.Q.

MAINTENANCE

Ed Warrek, Bldg. 64

Harry Straton paid us a visit last week and the boys were all glad to see him.

The following members of the Maintenance bowling league are asked to be present next Tuesday noon, Bldg. 64 at 12:30: **Fred Blycher, Leo Herb, Jim Vargoshe, Emil Labreque, John Vance, Harry Homan, Joe Wargo, Frank Holzbar, Bill Zrelack** and **Pop Piorek.** They will discuss rules, prizes and schedules.

Our tall story of fishing comes from none other than **John "Double Cast" Doelling.** He claims to be the only fisherman to bring down a trout from 50 feet away, straight up. When John flips his fly it lands ahead of him and of course the water ahead is then fished. On the back stroke John heaved so hard the line lays in the water in back of him thus his cast is a double one and he fishes both for and aft. It was on one of these back casts that John tied on to a small trout about 18 or 20 inches long. Not noticing his catch as it happened in back of him, "Ole Double Cast" gave a terrific forward heave of the rod sending the trout sailing through the air.

A fish hawk, spotting a free meal, caught the trout in mid air and as John told the members of the Club Ananias, "Boys, I fought that trout, I fought the bird and I fought the strong current of the river all at once, but I at last landed the fish tree'd the bird and swam out of that river."

"Danged if I'll swallow that one," grunted **Capt. C. Bauer.**

"I was with him," said **"Fly Rod Thomas,"** "but I don't remember anything like that happening."

"Let's vote him into our club," proposed **H. H. Brown** of camera fame. "I personally will give him our pass word."

"Our pass word is, Did you buy a bond this week?"

Last Sunday the Electricians gathered at Soltis Grove in Nichols for a picnic. The boys had a swell time with the corn eating honors going to **Henry Kostelnik** who beat **George Kelso** by a nose. **Masons Mudhen's** lead in the softball game, 81 to 80, when the game was called with **Lesko Bovine's** star home run went swimming from third base toward homeplate. **Charles "Monster" Monsted** gave a swell exhibition of tapping while **Harry Jensen** did a juggling act.

Joe Mikita sang several solos as only our Joe can. The assisting chorus lead by **"Cal" Je Aiken** consisted of **Frank Moffitt, Lou Lesko,** tenors; **J. O'Donnell,** 2nd tenor; **Dick Gratchen,** 1st base; **John Chezik,** 2nd base. (What no short stop?) The rain fell in torrents late in the day, but the boys had a swell time anyway. **J. Lesko, J. Sable, G. Wilson,** and **Nick Moffitt** are to be congratulated for the swell job of putting on the whole affair. **Capt. Bauer, Leo Pickard** and **Bob Thomas** also may take a bow and the Electrician's thanks.

Sunday Afternoon Concert

G-E VICTORY BAND

BEARDSLEY PARK

NEAR NOBLE AVENUE ENTRANCE

3:00 P. M.

August 23, 1942

★

PROGRAM

1. **America — Grand March** ..... **Goldman**
2. **"The Student Prince" — Overture** ..... **Romberg**
3. **Three Kings — Cornet Trio** ..... **Smith**
   Featuring—Fred Stone, Howard White, Henry Lambert
4. **General Electric on Parade—Grand March** ..... **D. Lee Chesnut (G.E. Schenectady)**
5. **The Bells of St. Mary's — Special arrangement** ..... **Yoder**
6. **Melody—Oh, Lady be Good** ..... **Gershwin**
   I'll See You Again—from "Bitter Sweet" ..... **Noel Coward**
   Some Jazz Blues—Fox Trot ..... **Lake**

INTERMISSION

7. **"Dunlap Commandery"—March** ..... **R. B. Hall**
8. **Orpheus—Overture** ..... **Offenbach**
9. **When Irish Eyes Are Smiling—Tenor Solo** ..... **E. R. Ball**
   Featuring—Joseph F. Sullivan, Radio Department.
10. **The Army Air Corps—March** ..... **Robert Crawford**
11. **Adoration—Melody arranged for band** ..... **Borowski**
12. **Col. Philbrook—March** ..... **R. B. Hall**
13. **Campus Memories—Selection of College Songs** ..... **Seredy**
14. **Star Spangled Banner** ..... **Key**

GENERAL ELECTRIC

NEWS

BRIDGEPORT WORKS

Volume XVIII | BRIDGEPORT, CONNECTICUT, AUGUST 21, 1942 | Number 33

Relief And Loan Board Here

The Board of Administrators for the G-E Relief and Loan Plan at Bridgeport are from left to right, seated; Edward J. Smith, Vice Chairman; Roland R. Rudolph, Secretary; Wesley E. Swinton, Chairman, Henry Kaeller, Treasurer. Standing: Monford P. Miles, Oliver L. Arsenault, Mrs. Lena Strouse and Gerald A. Bower.

G-E Employees Bought 96,000 Series E Bonds During Month Of July

General Electric sold in July under its payroll deduction plan more than 96,000 Series E War Savings Bonds, with a maturity value of $4,000,000, to nearly 91,000 employees, it was announced today by J. W. Lewis, Treasurer of the Company. G.E. is an issuing agent of the U. S. Treasury Department for Series E Bonds.

Since June 1, when the U. S. Treasury Department announced its "10 per cent" Plan, 96.4 per cent of all General Electric employees have pledged an average of 10.3 per cent of their earnings to the purchase of War Savings Bonds. Deductions now amount to $35,000,000 annual rate for bonds having a maturity value of $47,000,000, whereas in 1941, about the time of the Pearl Harbor attack, the maturity value of bonds subscribed was $20,000,000.

At present, 50 employees of the Company's Bond Office at Schenectady are devoting their full time to the maintenance of accounts and the issue of bonds. This figure does not include the employees of payroll departments in the many G-E Plants and offices where the deductions for bonds are calculated and recorded.

Two Outside Concerts For The G-E Families

Pleasure Beach And Beardsley Park Concerts

Two concerts for General Electric employees and their families have been announced for the G-E Victory Band. The first of these is the Sunday afternoon concert at Beardsley Park on Sunday, August 23, at 3:00 p.m., and the second in the Picnic Grove at Pleasure Beach on Thursday evening, August 30, at 8:00 p.m. Night workers will have opportunity to hear the band at the afternoon concert.

Postponed Concert

The Sunday afternoon concert scheduled for last Sunday was postponed on account of rain and hundreds who came to the park left regretfully as the storm started. The postponed concert was moved up one week.

In the Picnic Grove

When the G.E. band played in the Pleasure Beach Ballroom a few weeks ago the huge auditorium was jammed to the doors. Many employees were unable to get the number of tickets they desired at that time. Next Thursday night the band will play in the picnic grove where a new band shell has been erected, so it will be possible to play to a much larger audience. Director Larson promises a brand new program for this concert.

Employees Are Urged To Attend

Employees are cordially invited to bring their friends and neighbors to attend the Old Fashioned cooking school to be given in the G. E. Institute on Thursday evening, August 27, when practical demonstrations will be shown in the preparation of many old-time favorite foods and some new wrinkles in war time cooking. Miss Louise Leslie of the General Electric Home Service Bureau will conduct this class with the assistance of Miss Mae Jenkins, also an expert on the Bureau's staff.

The General Electric family is urged to take an interest in these war-time food classes because of the great importance properly prepared food and properly selected food has in the winning the war program. To encourage attendance, the Bureau will present U. S. War Stamps to members bringing six or more people. As in the past, food prepared will be given away as prizes to some fortunate ticket holder.

No admission is charged. These classes are free for General Electric employees, their families and their friends.

Six Works Men Donate Blood

Six Code Wire men have volunteered to donate blood to the American Red Cross and on Sunday will report at St. Vincent's Hospital to join the vast number of patriotic Americans who are filling the blood plasma banks which will be used by the Red Cross among our fighting forces. The Code Wire men are Stephen Horvath, Lorenzo Zingo, Emil Moticka, John DeFrancisco, and Stephen Zencik.

Give Old Records To Buy New Ones For Boys In Camp

The Foremen's Association is no longer collecting magazines and books for the soldiers and their committee desires to thank those who have so kindly contributed magazines and books. The boxes will remain at the gates for two weeks for the collection of old phonograph records to be turned over to the American Legion for salvaging and the purchase of new records for our boys in the service. Any old records, playable or unplayable, are useful. Just wrap them up and toss them in the boxes. Soon your old broken records will become brand new Tommy Dorsey's, Benny Goodman's, or perhaps real classical stuff. In any event some soldier will be glad you dug those records out of the attic.

Wiring Device Outing For 200

In spite of hurried planning, more than 200 have signified their intention of attending the Wiring Device Outing at Camp Harrington in Huntington, Connecticut, Sunday, August 23rd. The Committee in charge of this affair have arranged an exceptionally fine program of entertainment and a practically endless system of feeding the crowd. There will be a variety of food on tap all day until the gong rings for a roast beef dinner to be put on late in the afternoon.

Arrangements are in charge of the following committee: George Gottchalk, General Chairman; Al Mills, Co-Chairman; Damien Gratton, Treasurer; Paul Lisbona, Refreshments; Robert Ritchie and William Timko, Sports; Rudy Hanock, Transportation.

Local Women To Be Seen In Magazines

A salute to women at wartime jobs in factories, in homes, and in volunteer organizations, is the main theme of a forthcoming appliance advertising campaign in national magazines, it is announced by Glenn Gundell, advertising manager of General Electric's Appliance and Merchandise Department.

Women at work in converted General Electric appliance factories

(*Continued on page 8*)

Important!

WAR BONDS

The three letters, "P. O. D.," may be used on War Savings Bonds made out in beneficiary form in place of the words, "payable on death to," the United States Treasury Department has announced.

If a G-E employee who has requested that a beneficiary be named on his bonds sees the abbreviation "P. O. D." on his bond, he will know that it is an abbreviation for the words "payable on death to." For example, a bond in beneficiary form will be registered as follows:

John A. Jones
66 Hines Avenue
Jamestown, N. Y.
P. O. D.
Mary E. Jones.

Engineers Set For Big Party

Camp Harrington, in Huntington, will be the scene of the G-E Engineers' fall outing on Saturday, August 22. The committee in charge has announced that the Camp will be open all day for those whose working schedules will permit them to attend. Plans call for baseball, horseshoe pitching, volleyball, ping pong and boating, and as a special attraction the famous swimming pool will be open that day. The announcement promises "copious" quantities of food and beverages.

Everything begins with an idea — yours may help win this war

N·E·W·S

GENERAL ELECTRIC

BRIDGEPORT WORKS

Published every Friday in Bridgeport, Connecticut, by the General Electric Company in the interest of the employees of the Bridgeport Works

HARRY H. BROWN, Editor

WORKS NEWS OFFICE: BLDG. 27 CS — TELEPHONE 562

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VOL. XVIII AUGUST 21, 1942 No. 33

"We shall nobly save or meanly lose the last, best hope of earth."—ABRAHAM LINCOLN

President Calls For Increase In War Production

The President of the United States of America is calling upon the country for more and more production to win the war.

In his recent statement announcing a great increase in production, he said, "This is no time for the American people to get overconfident. We can't rest on our oars. We need more and more and we will make more and more."

The President explained that while production figures are not usually announced because they might give aid and comfort to the enemy, "I am going to give today just a few which are definitely going to give the Axis just the opposite of 'aid and comfort.'"

He continued, "We are well on our way toward achieving the rate of production which will bring us to our goals.

"In May, we produced nearly 4,000 planes and over 1,500 tanks. We also produced nearly 2,000 artillery and anti-tank guns. This is exclusive of anti-aircraft guns and guns to be mounted in tanks.

"And here is a figure which the Axis will not be very happy to hear—in that one month alone we produced over 50,000 machine guns of all types—including infantry, aircraft and anti-aircraft. That does not include sub-machine guns. If we add those in, the total is well over 100,000. All these figures are only for one single month."

The President's words are both a tribute to the American workmen and a challenge for even greater production.

"Into The Mouth Of Hell"

This poem, a vivid word picture dedicated to those American and Filipino heroes who fought and died on Bataan, was written by John C. Wade, an employee of the West Lynn Works. It is reprinted here through the Courtesy of the West Lynn Works "Quality News." —Ed.

I was with MacArthur, there on Bataan,
With thousands of others, a fighting man
Girded for war, and destined from birth
To kill and slay, and stain the earth
With blood from the cogs of a war machine
Built from Hate, and Lust, and base Rapine.
I was with MacArthur, and all those others,
Who fought with glory, and then like brothers
Stood firm, against that merciless tide
That surged around from every side
To kill, and loot, and pillage the land,
And reduce to slaves—those men of Bataan.

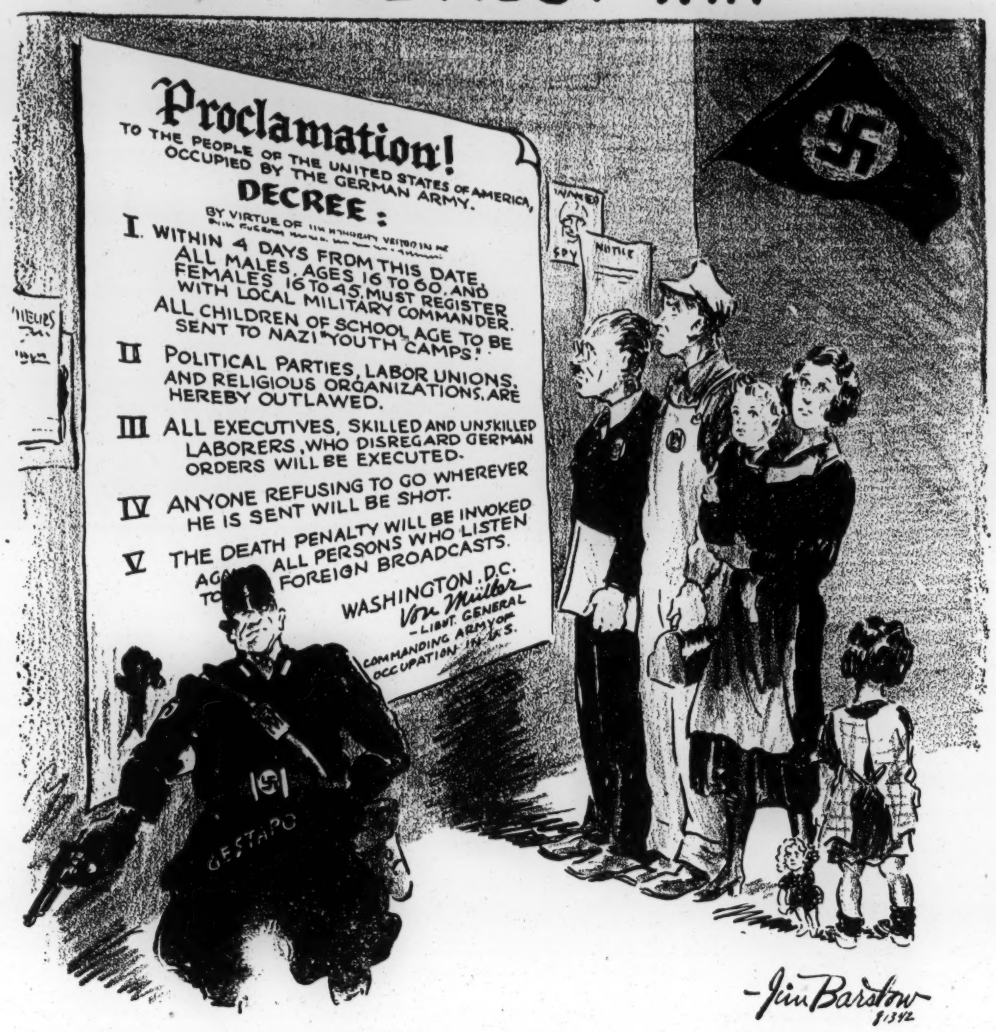
I was with MacArthur—and there like rain
The brown-skinned hordes, again and again,
Stormed our thin lines with shot and shell,
While screaming bombers gave us Hell.
But, though outnumbered ten to one,
We mowed them down, from sun to sun.

Bataan had heroes, ten thousand fold,
Whose only thought was just to hold,
And give this country time to arm
A million others, from fact'ry and farm.
To return with MacArthur, to Bataan,
On the glory road that leads to Japan.

We'll avenge Bataan, and those that died,
Those maimed and wounded, here at my side.
And we'll free the world from such as these,
These brown-skinned men called Japanese.
I'll be with MacArthur, again on Bataan,
When he travels the road that ends in Japan.

Invest In Your Country—Buy Bonds

WHY WE MUST WIN!



"Let me give you my assurance, from what I have known and seen abroad. No pleasant fate awaits a beaten America. The price we will pay to redeem the future of mankind will be the highest ever paid. I have no doubt of America's decision. We have mighty enemies, but we can beat them. We did once. We will do it again"—Admiral William D. Lahy, Chief of Staff to the Commander-in-Chief of the United States Army and Navy.

This is straight from the shoulder by a hard-hitting U. S. Navy man who is the best qualified American to tell about Nazi domination of conquered peoples. He served as ambassador to Vichy when the once proud nation of France was undergoing the most humiliating treatment in its history. He saw and heard the Nazi overlords issue and carry out their "new order."

TO NEW EMPLOYEES:

More American workers will be killed in accidents this year than all the bomb raid deaths in England since the beginning of the war, and more than 86 times as many will be injured.

The record so far points to 4,400,000 accidents to workers this year, with 52,000 of these resulting in death and 180,000 in permanent injuries. The accident rate this year has jumped 17 per cent for the first half of this year, and will probably continue to rise as new workers are added to increase war production.

With American and United Nations' troops needing equipment in the battle zones, this means that even more production capacity will be lost than last year when time lost through accidents would have been enough to build 20 battleships, 1,000 destroyers, 9,000 bombers, and 40,000 tanks.

The accident toll is as effective in handicapping our war production as enemy bullets.

New workers, in particular, must be extremely careful. Their hands are often soft and are easily cut or scratched. They do not appreciate fully at first that a giant sheer may lop off a hand as casually as it cuts through steel, that flying bits of metal will destroy an eyeball, or that a lighted match in a forbidden area may cause an explosion. They do not familiarize themselves with the safety rules as rapidly as they should.

It isn't only accidents on the job that cause lost man-days. Off the job accidents are even more deadly. It has been found that relatively fewer women going off the job are hurt in traffic. Their habit of "fixing up" before leaving the factory may be the reason, but the men, usually tired and dirty, are inclined to dash madly for home when they are not mentally alert.

Of course, no worker purposely gets himself killed or injured. He just can't say to himself that he will avoid accidents and let it go at that. Most accidents occur through the failure of the worker to take proper precautions, through a momentary mental lapse when his mind is not on what he is doing. He must take every possible step, however, to see that he is properly protected with goggles, safety shoes, and other safeguards, and then must think on the job.

Suggestions pay you — and then help to down the Axis

This advertisement will ap
WOMEN'S WEAR DAILY . . . . . .
DEPARTMENT STATE ECONOMIST . . .

Ride it! Don't l

A FEW SHORT months ago, War-Work Clothes for Wimmen were only an idea. An idea with which, to quote one manufacturer, " 'Sanforized' had gone off the deep end!"

But TODAY, just look at the darn thing! Why, Mary Anderson, Director of Women's Bureau, Dept. of Labor, said recently: "There's a possibility that 6,000,000 women can be recruited for war industries and other essential services by the end of 1942!" 6,000,000 WIMMEN! And it's becoming a fact!

A BUYER'S BONANZA!

So today—we're pointing the finger! Right at every store buyer in America! And we're asking: "WHAT ARE YOU DOING ABOUT WAR-WORK CLOTHES?"

Are you jumping aboard the greatest textile band wagon in years? Are you getting the BIG sales that *someone* in your town is bound to get? (Why not YOU?) But if you're *not*...if you are just sitting on your francis and mumbling, "Aw, this thing won't last!"—you're due for a cannon-blast awakening, brother! For if you *don't* pop out of the coma, we'll tell you a little secret: *your BOSS will likely force you to do it!* He didn't get to be BOSS by slumbering at the switch. You can bet your socks that HE knows!

Because war-work clothes *replace* many of today's merchandise shortages...are *timely* as the last news bulletin, from a consumer

t will appear in:
. . . . APRIL 23, 1942
IST . . . APRIL 25, 1942

let it BUST in your FACE!

standpoint (the *whole family* is interested!) . . . *give* stores a terrific promotional opportunity . . . *are* volume business . . . *come in* few styles . . . and FINALLY—*they're smack in line with national household economy!* So . . . hop to it!

WAR-WORK CLOTHES ARE RED HOT NOW!

Last year, motor plants employed only men. This *fall* 50% of their employees will probably be wimmen! Again, one manufacturer recently made up two numbers. TWO. Next day, representatives of three large chains dropped in—ordered $35,000 worth! In Detroit's largest bomber plant, the talk is that 25% of the help will be women—some 25,000! *And they'll* ALL *need work clothes!*

Small stores are snatching business right under the noses of big stores whose buyers have that Old Spring Sleeping Sickness! In an Eastern seaboard city, a little fellow went out to the aircraft plant, discussed needs, and got an order for 3,000 garments! And before the *first* order was delivered, *quantity was doubled*—and *will be doubled again!* Stores can't sit back and wait for THIS kind of business! You gotta *go get it!* And GET THIS WARNING! A big tire company is planning to *sell work clothing at its service stations!* THAT, friends, is a new kind of competition!

Here's more! A big ordnance plant in a northern Midwest city is now selecting garments for its women employees—*who will comprise 65% of the staff!* In *every part* of the country—naval air stations, factories, shipyards, aircraft plants, in homes and in gardens—women are filling the places of men. And all this means: simple, well-fitting, gadgetless work clothes, in WASHABLE cottons.

"SANFORIZED" LABEL A "MUST!"

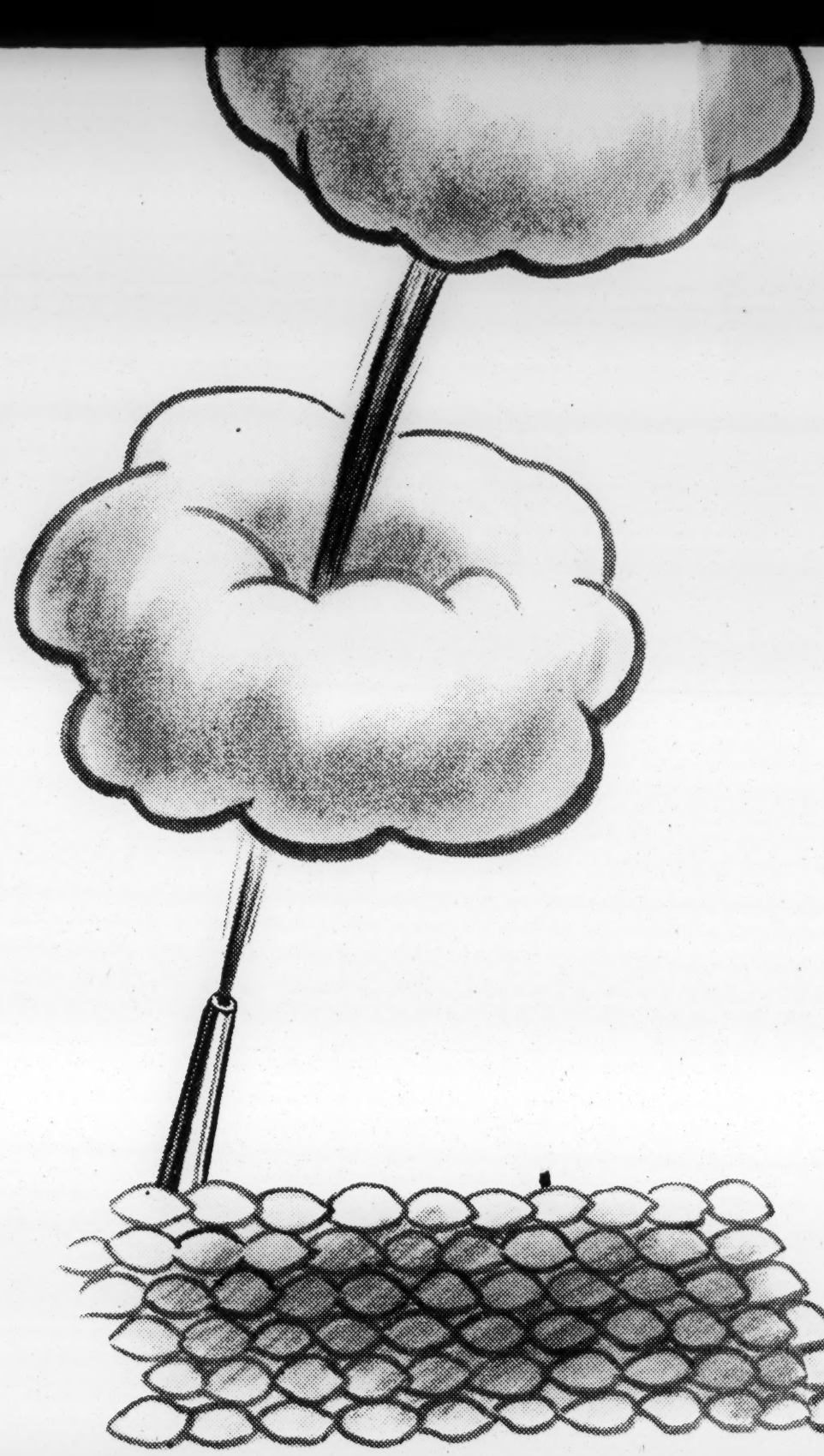
•SANFORIZED•
REG. U.S. PAT. OFF.

These garments, *remember,* will be washed *more often,* and *more thoroughly, than any other garments ever have been.* They must NOT SHRINK OUT OF FIT! NOT EVER! And . . .

The *certain* way to get Permanent Fit is, of course, to insist on Women's Work Clothes with a "SANFORIZED" label! This means that *shrinkage will be confined to a mere 1%, or less.* Work clothes without that label are money thrown away . . . a slap in the face of the national conservation effort. So . . .

Don't delay. Get on the ball with this huge new business, before the boss starts asking embarrassing questions! And remember: get your fabrics "SANFORIZED" TRADE-MARKED! YOU CAN GET THEM—INSIST ON IT! Don't let any fabric source tell you that "the government is taking all the output of 'Sanforized' licensees." . . . The Government is NOT taking it all, by any means! So . . . INSIST ON "SANFORIZED"-LABELED FABRICS! YOU CAN GET THEM!

•SANFORIZED•



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•SANFORIZED•

REG. U. S. PAT. OFF.

Checked standard of the trade-mark owner

The "Sanforized" trade-mark is used by manufacturers on **"Compressive Pre-Shrunk"** fabrics only when tests for residual shrinkage are regularly checked, through the service of the owners of the trade-mark, to insure maintenance of its established standard by licensed users of the mark. Cluett, Peabody & Co., Inc.

40 Worth Street, New York • BArclay 7-2082

For safety as well as good looks, Sally Victor designed a blue-and-white cotton ticking head-covering. It is tied on with a drawstring so that it is adjustable. It's washable. The high crown and puffed snood make it becoming to many types. It can be made of any suitable fabric.

Adequately equipped for her job, this girl wears a blue denim suit designed by Helen Cookman and a cap made by Sally Victor. The suit has deep action pleats and capacious pockets. The cap of blue wool jersey is designed with a flattering coronet front and a full snood back. A bright cherry-red ribbon ties it securely.

Photographed at the Delehanty Institute

The caps worn by desert fighters must have inspired Sally Victor to design this cap for a plant worker. The model of tan wool jersey can be copied in any other material. At the side the worker's number or identification photograph can be worn. There's a soft hair-enveloping drape at the back. Worn with a Sperry uniform.

Photographed at the Sperry Gyroscope Company's plant.

—A Long Way to Go

(Continued from Page 4)

cers, and most of these in service are inexperienced and untested, but the "duds" and incompetents are gradually being found out in the harsh school of war; the tribute of merit in the form of promotion and increased responsibility is being given—in some cases grudgingly, in others liberally—to efficiency and youth.

The Army Air Corps has "upped" its people more quickly than any other arm. A facetious sign hanging over the bar of an officers' club in a Southern California camp makes fun of this promotion of smooth-faced "kids" to high rank. The sign reads:

"No lieutenant colonels of the Army Air Force allowed at the bar unless accompanied by their parents."

The Navy has been less severe with those tested and found wanting and less emphatic in its accent on youth than any other service. But all of the services have recognized, and are trying to solve, the problem of providing professionally competent, aggressive, skilled leadership for the largest body of fighting men in our history.

THE report, therefore, is one of progress; the armed services have come a long way in ten months of war. But there remain many problems—some of them major; the road ahead is hard and rocky; we are still amateurs at the art of war, with all the inexperience, the zest, the mistakes, the restless, impatient energy of the amateur. Inefficiency has, of necessity, accompanied lightning-like expansion, though it is by no means as bad as might have been anticipated.

The principal problem that must be solved is still the problem of leadership. The Army's officer candidate schools and the Navy and Marine school system are turning out in increasing number officers who rate high in professional knowledge and quality. But they have not yet caught up with the demand, and there is not a sufficient screening out of those candidates who do not possess the indefinable gift of leadership. Nor have we yet become sufficiently hard-boiled in our attitude toward inefficiency and incompetence and red tape. Improvements will be made as the enormity of the job we face comes home to us.

MANPOWER is, and will become, an increasing problem, for the Navy faces an eventual expansion from its present strength of 500,000 or 600,000 to 1,500,000 or 2,000,000, and the Army's 4,500,000 (at the end of this year) will probably be more than doubled in the years to come.

Crack units do not lack for crack recruits—the cream of American youth. But already the inflexible workings of the draft have caught up and brought into service men who will never be of much use under arms—men in the fat and paunchy forties; men physically deficient and assigned to limited service, in some instances to duties of so little consequence that the jobs could well be abolished; men who are illiterate, or emotionally or mentally unsuited.

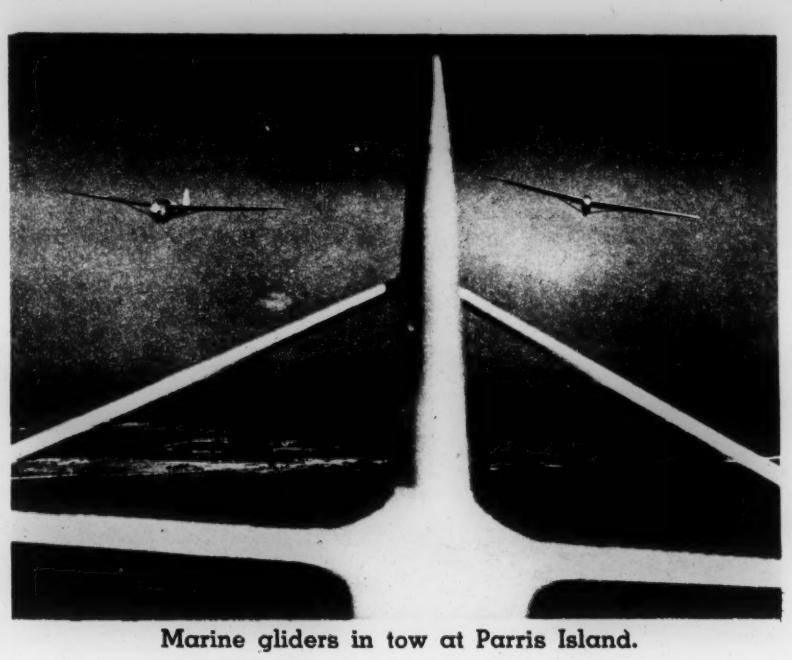
Some of these men gradually, at the expense of time, can be whipped into some sort of shape, but what is most needed in modern war is shock troops—men who can take it—and any one who has seen the heavy leavening of the middle-aged and the limited service groups in some of our outfits will realize the urgent need for the induction of the 18 and 19 year old groups, and for the gradual withdrawal from war industry of these young and fit men who can be replaced.

The rapid expansion of our fighting services—particularly of the Army—has brought with it other problems. So many experienced men from our old divisions have been transferred to form cadres of new outfits that some of the old units—in the opinions of their officers—are not as efficient as they were last Fall.

"We have been cadred to death," is the way the Army puts it. This process can go too far; the rate of expansion, unless carefully graduated, can defeat its own ends; there is no substitute in numbers for efficiency.

THERE are many other obstacles to be surmounted on the long road to battle efficiency. Military planning and administration, and particularly the coordination of effort between our armed services, leave much to be desired.

There are curious inconsistencies in military administration. The railroads have been doing a remarkable job of transporting almost 1,000,000 troops a month



Marine gliders in tow at Parris Island.

—yet with better administration and more foresight, many of these men need never be moved at all, so that the strain could be eased. Months, and millions in money, are still spent even in the warm and equable climate of the South in the erection of huge new wooden cantonments. Yet many officers regret the necessity of moving into the wooden barracks; war conditions are more closely approximated by life under canvas, training more realistic in the field. There is much waste, the inevitable handmaiden of haste, to be eliminated.

And the attitude of many of our troops toward the war still requires improvement. Fundamentally, there is nothing wrong. Today there is an objective, a definition for the reason why the men are in uniform; last year there wasn't. But the attitude of too many men is neither negative nor positive; it is neutral, devoted to "getting by." A sergeant expressed it well:

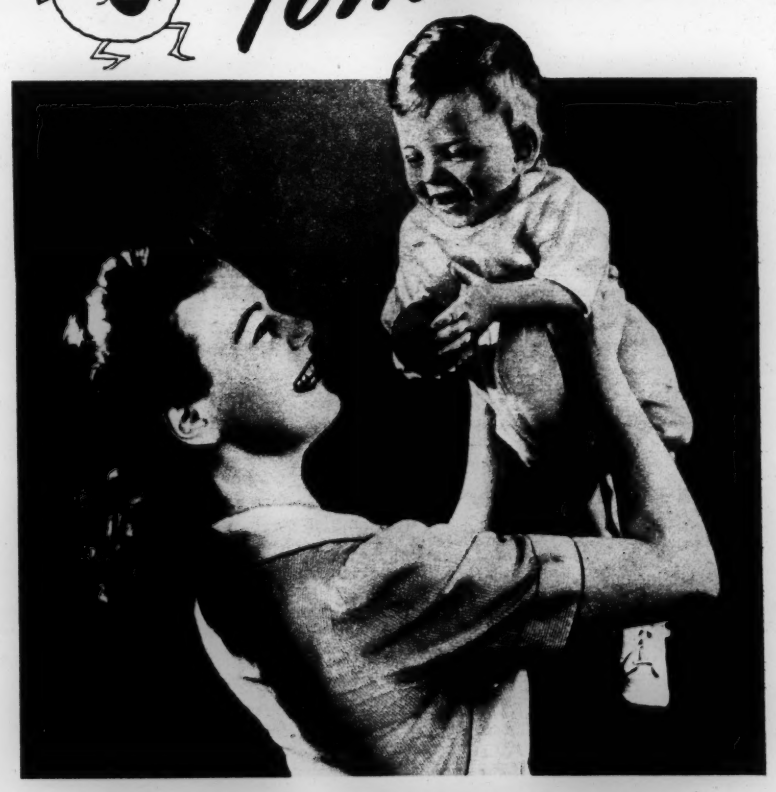
"You remember after Pearl Harbor. The Saturday before, the boys were all sore and dull and didn't give a damn; the Monday after they were all fighting mad and rarin' to go. But somewhere, somehow between then and now, we've lost something."

The approach has been, in too many cases, wrong. The troops don't need hostesses and tap dancing but long marches and hardship; they need pride of unit and pride of uniform; discipline, not pampering; an interpretation of the war and their part in it and as their goal the prospect of coming to grips with the enemy. Many units have this, and when they do, the men are smart and keen; in those that don't have it, the problem is primarily one of leadership.

These problems are recognized and will be met.

The fighting services have conquered in ten months of war many obstacles by sweat and toil and sacrifice and valor that will some day be written large upon the history of this nation. But they still have a long way to go. For we are just beginning to fashion a military machine equal to its tremendous task.

FEEL LIKE A MILLION Tomorrow



TAKE PHILLIPS' MILK OF MAGNESIA Tonight

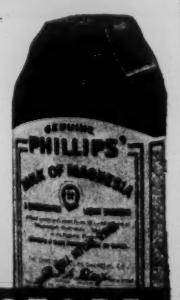
WANT TO START the day with a smile instead of a frown? Then don't let your stomach *go sour* during the night because your dinner disagreed with you—or you overindulged at a gay party. Take Phillips' Milk of Magnesia at bedtime. It does more than merely neutralize excess stomach acidity it *finishes the job* by acting as a very gentle laxative. Helps you to wake up "*feeling like a million*". Read the directions on package and take as directed thereon or as prescribed by your physician.

ONE-TWO ACTION

1 NEUTRALIZES EXCESS STOMACH ACIDS—and does it almost quicker than it takes to tell. Relieves that uneasy feeling of discomfort almost immediately.

2 ACTS AS MILD LAXATIVE. Gentle—does not upset the system and leave you feeling "all wrung out". Take any time—does not act with embarrassing urgency.

Many physicians recommend it FOR YOUNG CHILDREN



ONLY 25c AT ANY DRUGSTORE

BY APPOINTMENT

116 Years OF Quality Leadership

1826-1942

HUNTLEY & PALMERS BISCUITS

READING ENGLAND

SHIPMENTS WILL BE RESUMED WHEN CONDITIONS PERMIT

Fashions for War Workers

Plant worker's uniform in gray-blue cotton designed for the Sperry Gyroscope Company by Vera Maxwell. It has the features the girls requested: Narrow collar, high-set change pockets and trim silhouette. Red and blue belt, red stripes on pants. Worn with Lilly Daché's plastic net turban. The color matches the suit. Photographed at the Sperry Gyroscope plant

By Virginia Pope

A FORWARD step in the democracy of fashion is seen in the interest of some of New York's ace designers in the war plant workers.

Milliners who have been making hats for the women of Park and Fifth Avenues are designing caps and turbans that will offer plant workers safety and good looks. They have several problems to meet. The headgear must be so constructed that not one hair escapes as the girl leans over her machine; it must be light in weight—approximately half an ounce; non-inflammable and, if possible, air-conditioned. Lilly Daché and Sally Victor have created some handsome models, shown here.

Dress designers, too, have turned their energies from their customary tasks to the development of safety suits for girls to work in. At the request of the Sperry Gyroscope Company, Vera Maxwell made the trim blue cotton suit illustrated. She did it after studying thirty-four requirements listed by the Sperry workers who will wear it. Helen Cookman has made a sturdy defense-all, with safety straps at the ankles, huge pockets, and ample action room over the shoulders.

A helmet of featherweight red plastic with a navy plastic snood at the back. Air-conditioned, non-inflammable. Lilly Daché.

Plastic helmet with a plastic net snood holding the hair. Open at the back for ventilation. Lilly Daché.

Notes

PEAR SCALLOP, made like this, needs no apologies: Halve and peel four cooking pears, arrange in greased baking dish and sprinkle with grated lemon peel and lemon juice. Combine a half cup of flour with a third cup each of shortening and brown sugar. Top the fruit with this crumbly mixture and bake in a moderate oven for about half an hour.

A POUND OF SUGAR provides enough smokeless powder for forty-seven shots at the enemy.

PRUNE APPETIZERS are as novel as they are delicious. Stuff the cooked pitted fruit with cheddar cheese, wrap each prune in a slice of bacon, fasten with toothpicks and broil. Serve on a bit of toast without toothpicks.

LEFTOVER VEAL may be made into an appetizing dish by dicing the meat, combining it with chopped celery and peas, moistening it with mayonnaise and heaping it in scarlet tomato cups.

CREAM OF CHICKEN SOUP is good on a cool Autumn evening. Season it ever so slightly with curry powder.

FRY FOUR FAIRLY LARGE PANCAKES and convert them into a layer cake by spreading each one with sliced, preserved peaches. Top with more of the fruit, cut in wedge-shaped pieces, and serve with generous cups of hot coffee.

INDIVIDUAL MEAT LOAVES for a party luncheon are easily made. Soak dried apricots for half an hour, drain and place in bottoms of greased muffin tins, fill tins with meat-loaf mixture and bake forty-five minutes.

WELSH RABBIT is called that because it was first served at a Welsh chieftain's dinner in place of game.

FOR SUNDAY BREAKFAST we like bacon strips, crisp and brown, with steaming hot waffles. Do the bacon this way: Place the slices in the frying pan before lighting the flame; cook slowly, pouring off the fat as you proceed, and drain on a wire cake cooler. Leftovers may be chopped and added to muffin batter.

SOYBEAN FLOUR adds vitamins and minerals to cookies or muffins or bread. Use just three-quarters as much of the white flour as you would ordinarily, and make the soybean do the rest.

Where specific stores or items are indicated, further information is obtainable by calling LA. 4-6324 or 6325 (from 9 A. M. to 6:30 P. M., except Sundays), or by writing the Food Editor, THE NEW YORK TIMES.

Gadgets

This little pitcher with a top of plastic that stops drips is for honey or syrup. Top comes in a variety of colors. 25 cents.

glass baking dish built to hold the juice in fruit pies. The crust should fit under the ridges in the dish. Price is 45 cents.

Plastic spoons that you can use for the breakfast eggs to keep the silver spoons from getting tarnished. Cost 5 cents each.

Divided plastic dish is for the baby's supper. Shouldn't break if pushed onto the floor. This comes in white, colors. 25 cents.

"We USED to have arguments for breakfast...

"... now we have a love feast, thanks to WHEATENA!"

What a pleasant way to end breakfast grouches ... just changing from boring, pale-face hot cereals to fragrant, nut-brown Wheatena. Watch your folks smack their lips as they tuck their Wheatena away ... that rich *toasted* taste has a way of starting the day *right!*

Uncle Sam gives his blessing!

Your Government's food experts say whole-grain cereal is a daily "Must" for win-the-war energy breakfasts. Wheatena supplies the "Vital 10"—the same build-up protein elements you get in steak, milk, eggs.

2 more bang-up reasons for having WHEATENA tomorrow:

1. Cooks quick as your morning coffee!
2. Costs less than 1¢ a bowlful.

"WHEE... a WHEATENA morning!"

Food News Every Day of the Week

Not only Sundays, but weekdays, too, Jane Holt brings the meal planner sound advice on nutritious foods, good buys in food, new foods—in her column

News of Food

on the Woman's Page of The New York Times

Do the girls in your plant dress like...

THIS?

or THIS?

ONLY a short time ago, MARY ANDERSON, director of the women's bureau of the Dept. of Labor, predicted that, by the end of 1942, a total of 6,000,000 women may be recruited for war industries and other essential services! Some MARKET hey?

And was she RIGHT! Why, today, with 1942 still in its diapers, there are no less than 75 manufacturers of these garments! All are smartly designed, with pockets and types adapted to each job to be done. Scores of big, on-the-ball war industries have *already* recognized the advantages of these functional War Work Garments. Their girls are wearing them, even as you read these lines!

SAFER... STRICTLY FUNCTIONAL

Neat, functional garments are infinitely *safer*, for one thing. No skirts to get caught on machinery. No dangerous trailing cuffs to the trousers. Too, these trim work garments eliminate the inevitable attempts to "out-dress" each other—an instinct older than Eve.

Another point: different departments in a factory now adopt different colors, or trim, for their girls. This makes it easy to keep War Workers where they belong . . . prevents straying. And these trim work garments are sturdy—they have to be. Able to "take it" in the wash tubs—*often!* Not shrinking out of fit is, of course, a "must." The "Sanforized" label takes care of *that—confines shrinkage to 1%, or less!*

Finally—and not least important—these smart garments give women in a plant a tremendous lift . . . a great *esprit de corps*. Such garments are a "badge"—one which proclaims their contribution to their country's war effort. And women appreciate still another benefit: they effect a *great saving* in the wear of their regular clothes!

SPREADING LIKE WILDFIRE!

Today, work clothes for women are featured at openings and style shows of manufacturers and retailers who—six months ago—would never have believed that they'd *ever* be working with clothes known as "work garments."

Already, *dozens* of plants have come to us for information regarding these garments of Today's Women. They didn't know where else to go. So . . . if you are even *remotely* interested in War Work Garments for Women who work in factories, fill in the coupon below!

It will bring you, FREE, a booklet illustrating and describing *the basic types* of uniforms, with complete information as to where they can be bought. Fill the coupon in—*today!*

SANFORIZED
Division of Cluett, Peabody & Co., Inc.
40 Worth St., New York, N. Y.

Please send me, without obligation, the FREE booklet about War Work Garments for Women.

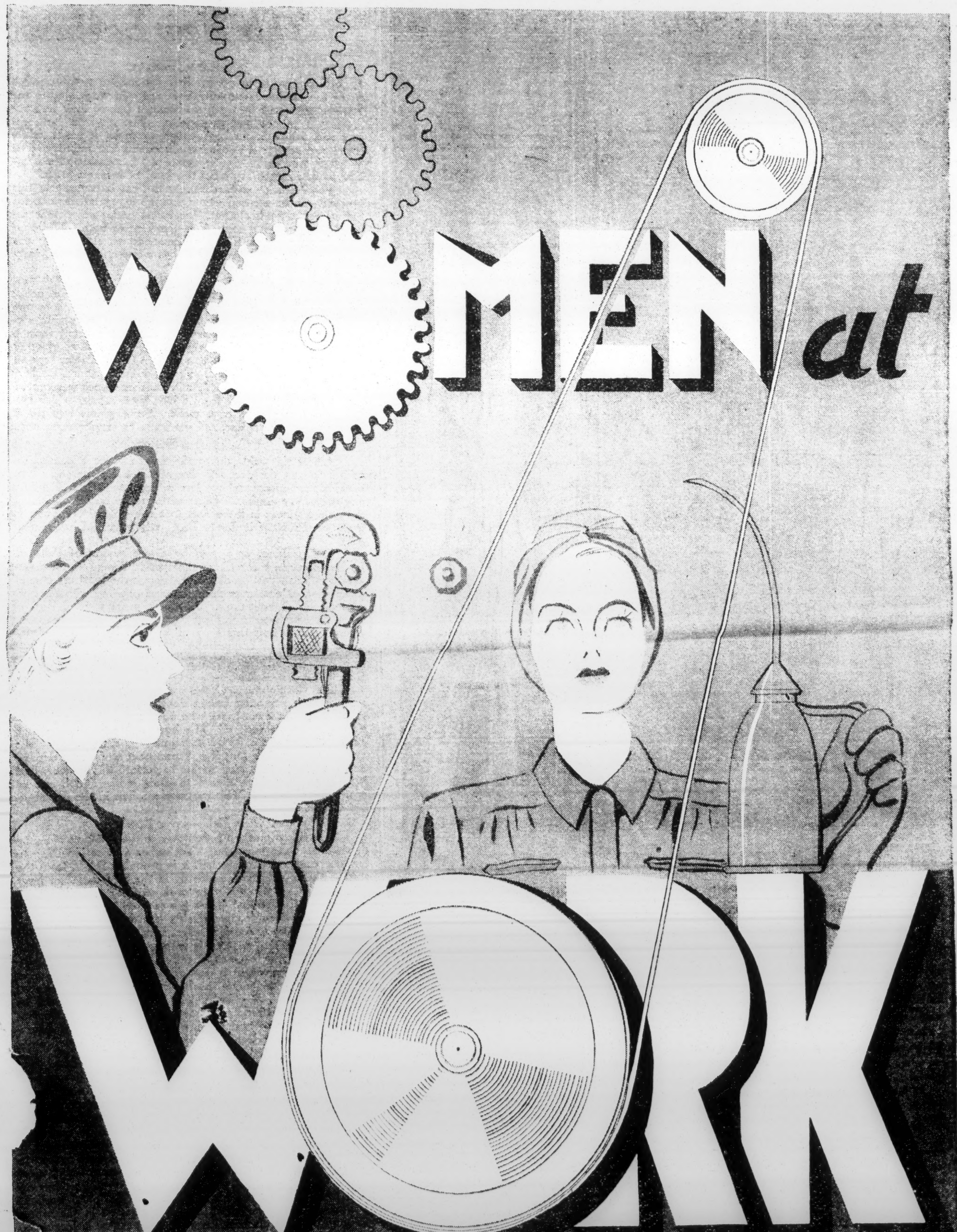
*Name*_____

*Street*_____

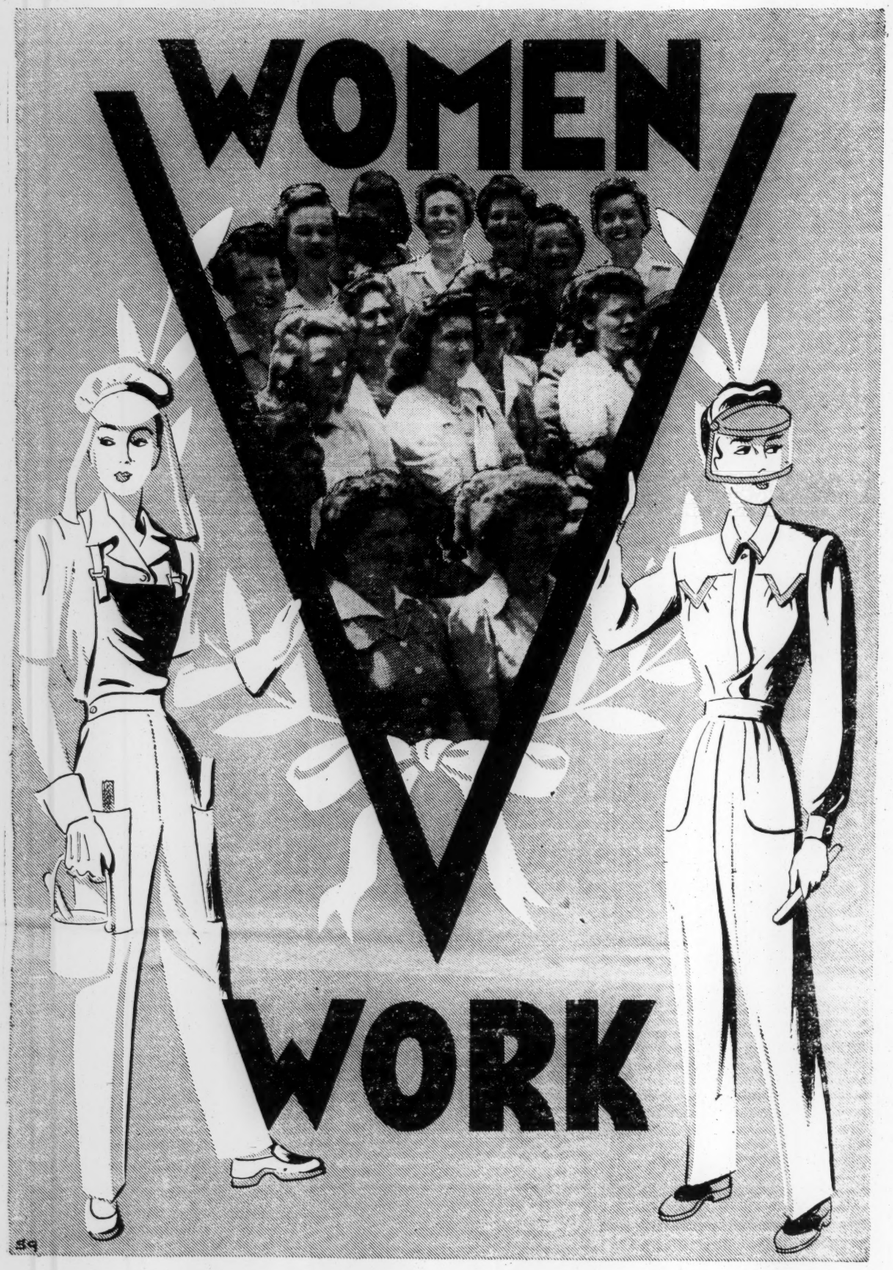
*City*_____ *State*_____

Women's Wear Daily

VOL. 63 No. 47 NEW YORK, N. Y., THURSDAY NOON, SEPTEMBER 3, 1942 SECTION TWO



A Customer Who Must Be Served



Large Groups of Industry Must Cater to Her Needs — She's Young, Alert, Intelligent, With Money to Spend — She's Doing a Great Job, Cultivate Her as You Did the College Girl — You Owe It to Her and to Your Country.

HAVE you considered this new customer and her demand to be served? She has patriotic appeal, the country pays tribute to her. It is a great question of the moment, how to get her equipped with greatest speed for ultimate efficiency.

It's a modern job, it's a war job, it's the job of plant engineers, of manufacturers of apparel, of retailers, to see that she is clothed safely, comfortably, and that she looks well in her war work garb. She's vitally important to the work of production, she's a promise of victory, she's a customer who must be served.

* * *

This is no old type of factory hand, this new industrial worker which we are talking about is young —she is alert—she is intelligent—(she has passed severe intelligence tests). The work she does is a high trust, she can't be a dud. We reiterate, *she is young*, for we have seen her in groups, like those faces in the V of the poster above, she is vital and she wants things, she may be just out of high school, she may be a glamour girl—she may be a college girl—she is a good customer to cultivate.

* * *

Of course, she is not entirely new to your store, but she is new in her approach to clothes, she knows what she wants, she's particular about the work clothes she wears, and she wants them to give her that well-set-up look. She wants value in the other clothes she wears and she's earning more money than ever before. You've heard that and you have heard that this new customer has been increasing in numbers, thousands of her are being taken on every day right across the country from Coast to Coast until she is expected to be one of an army of 5 or 6 million by 1943. You can't ignore her, she's doing a great job!

* * *

Large groups of industry will be devoted to her service, the fabrics for her must be smooth, sturdy, well finished, they must give her service, her work costumes must be well designed, well fitted, the accessories which contribute to her safety must be cleverly devised to enhance her appearance rather than to detract from it.

* * *

We believe that the retailer has a great role to play in serving her if he has vision and patriotic spirit enough to realize it. Give her a lift when she comes into your shop, make her feel important, let her see that you consider good work clothes smart, in their way, that you know that they build a new self respect. Her labor is a history-making effort.

* * *

In the following pages, WOMEN'S WEAR DAILY has presented the Washington point of view, it has interviewed many plant executives through its correspondents placed throughout the country, has checked with retailers who are many of them growing quite aware of the importance of this new business and those who insist there is "nothing in it for them." Some of the girl workers have been consulted for their point of view, manufacturers and chain stores have been contacted for their best-selling numbers.

* * *

We have given thought to all the other types of merchandise she may buy from the retailer who best serves her in the essential role of work clothes advisor. Read the results of this research and decide for yourself just how important *This New Customer Is.*

Breaking Taboos to Get This New Business

By EARL W. ELHART

IF BIG stores are to satisfy their craving for a sizable slice of the elusive but desirable business in work clothes for women they must be ready to break a few of their well remembered taboos and precedents. The rewards, both direct and indirect, are big enough to make it worth while for almost any store in or near a booming war industry town in which women are being employed in considerable numbers to find out what makes this kind of business "tick."

The evidence so far brought to light indicates that this business can be secured either through a regular department for women's work clothes, developed under competent supervision, through a contract department or both. While no one would deny that the obstacles ahead are sizable they are by no means insurmountable — as some stores are already proving.

Several stores have already tried to break into this new market via the contract method and have found the going pretty slow. A number of reasons are cited for this in one area. It is mentioned, for instance, that a few plants, depending upon the type of work being done, permit women to wear any type of dress they choose. Executives of other plants seem not to be able to agree on the particular type of uniform which will be best suited for their women workers and an order is blocked. In still another case it is reported the plant rents uniforms from a laundry company which furnishes clean uniforms each week. Some plants buy direct from manufacturers and sell uniforms to employes at cost.

A Continuous Selling Job

All of this adds up to the necessity for a continuous selling job on the part of the contract department. It is probably no more and no less difficult than breaking into any other new market. There seems to be no argument but that the business is there and that the potential volume in many communities is due to be greatly increased in the next year.

The problem presented by direct buying of uniforms by manufacturers for their employes is one of trade diversion which can best be attacked through the local merchants' association or similar trade group and possibly with the help of national organizations. In recent years a good deal of progress has been made by retail associations in showing manufacturers that this type of trade diversion constituted an unfair type of competition. The most active groups in this connection have been the National Retail Furniture Association, the American Retail Federation and the National Retail Dry Goods Association.

The development of the women's work clothing business through a regular selling department will no doubt be for most stores, even those who undertake a contract operation, the chief objective. The fundamental question which immediately arises is, "How much markup can we get?" The answer seems to be that if a department store or a departmentalized specialty shop wishes to go into this business that it must remain competitive with chain stores and basement types of operations. This means a markup in the neighborhood of 25 per cent.

A New Field—New Markup

Such a low markup is contrary to the thinking of many department store managers. Yet unless a store is willing to try to operate within this limit it is probably licked from the start. The big chains are already in the field and they have a long tradition of supplying work clothing for the male members of the family. Their job of reaching the new army of women workers is considerably less difficult than for the department store which is in effect breaking into a new field.

Assuming that a store is willing to work within the markup limit which seems already determined by competition, then the problem is one of doing a smart promotion job, an activity in which the big stores have demonstrated marked facility. A clearly defined department should be set up in a good traffic area, the merchandise should be dramatized by interior and window displays, newspaper advertising, direct mail, fashion shows and all the other promotional devices should be used.

"Plus" Business for the Store

And let it not be forgotten that in doing a successful job of selling work clothes for women in your community you are doing a great deal more than breaking into a new merchandising field and solving the admittedly numerous problems involved. You will be bringing into the store regularly a customer who has a pocketful of new money to spend. If she buys work clothing in your store the chances are ten to one that she will also buy one or more other articles before she leaves. It may be that this "plus" business is after all the more important consideration in the whole problem of work clothing for your competition is just as interested in getting that business on the longer profit items as you have.

Whoever gets the work clothing business gets a head start on capturing a major portion of the "new money" of the women workers in your community.

The poster at the upper left of this page is designed to show the young girl workers that her vital all 'round charm is recognized. Some of these faces are those of a group of workers in Camden who came to a Strawbridge & Clothier fashion show of work clothes given near the plant. The V speaks for itself and two of the most favored types of work clothes are sketched so as to make them look as professional as possible. Flatter her and encourage her by the display of such poster wherever you sell work clothes.

BERLINGER presents another winner

Stud

A FASHION FABRIC WITH MEN'S WEAR SPECIFICATIONS

Plenty Smart! With all the Oomph demanded by tailored clothes and sportswear. Smart colors that give the face an individual character with each shade. A "hand" that is both crisp in appearance and suppliant to the needle.

Stud is *fortified* smartness. Dyed and finished under men's wear specifications there is a maximum color fastness to sun, and minimum residual shrinkage. Truly a fabric for women who work hard, play hard, and give hard wear to their clothes.

JOSEPH BERLINGER CO.

1359 BROADWAY, NEW YORK, N. Y.

Make Them "Safe But Happy" in Their Work Garb Say Plant Executives

A New World of Merchandising Opened Up by Women in Industries Where Women Have Never Been Before—Interviews Reveal the Industrial Executives Are Miles Ahead of the Retailers About Dealing With Women When It Comes to Work Clothes.

(Summarized here are personal observations and first-hand discussions at the war industry plants where women are employed.)

By VIRGINIA COTIER

Put down as a most exhilarating, eye-opening experience a visit to even one of the war industry plants in which millions of women are answering the factory whistle's call to arms. To see some of the kinds of work the women are doing, to learn of the rapidly mounting numbers of women in all walks of life who are being trained and going into occupations in which women have never before been employed, to talk with the industrial executives on the spot is to be made graphically aware of the new world opened up by women at work.

At the outset of this report, I would like to pay a tribute to the safety engineers, the personnel, training and commissary directors for their keen alertness to the different psychology of management necessary in dealing with this new women's world in industries formerly dealing exclusively with men. These executives say they find the women workers capable, tractable, and sensible. But because women are women, no matter what new fields they enter, the matter of their clothes takes on an importance such as never entered into the administration of men at work.

Why Plants Consider Work Clothes Important:

War industry plant executives are keenly alert to the need for special elements in women's work clothing which do not exist in the men's work clothes. From the plant's standpoint, safety is the first consideration, and efficiency the second. Looming prominently in the executives' thinking is the third consideration of the tonic to morale engendered by a work garment mutually satisfactory for the plant and the woman employe.

It is in connection with achieving this mutual satisfaction that you hear of the intensive research and consultation being done right in the plants to determine the best type of woman's work style for the kinds of occupations engaging women. A number of the plants have done a great deal of experimentation, learning by trial and error which work style would give the greatest all-round satisfaction. Because the women's work clothes problem has to be tackled as rapidly as possible, there have been all sorts of experiences in trying to arrive at the solution. Because it is a new field for the industrial executive, these experiences range from unsatisfactory to partly-satisfactory and in some cases asserted to be completely satisfactory. There is no doubt about it, the plants are miles ahead of the retailer in awareness to the need for well-made, trim-fitting, acceptable functional styles.

What Plants Are Doing About Clothes Situation:

On the main, the plants have had to do their own trail blazing and they are eager for informed collaboration in working out the right style for their types of work. Here is the retailer's opportunity. The war industry factories are in the midst of the battle of production. Every minute counts, every work operation is directed toward attaining maximum output. They do not want to enter the women's clothing business.

But they do regard women's work clothing as a fundamental concern in achieving their main goal of safe, rapid production. They want their women workers to be safely, efficiently and contentedly dressed. They want to achieve the distribution of these clothes to their workers by the most dependable and efficient methods. Right now they are using different ways to effect this distribution and from a cross-section of reports it is clear that wherever the cooperation of a retail store is enlisted, to the end that the store takes care of the stock control, the fitting of the individual workers, the sale of replacement garments after the plant has supplied the initial work clothes equipment to each new woman employe, both plant and worker are best served and satisfied.

Where the Plants Are Getting Cooperation

Most of the cooperation being achieved in the plants is through the cultivation of the women working in them, with a view to learning what they want and reconciling that information with the knowledge of the safety engineers as to how much of what the women want can be incorporated without loss of safety and efficiency. That is the method rapidly growing among the big war industry plants. Going to the source instead of attempting to impose the selection which has been "sold" to the plant by either retailer or manufacturer. Where plants have gone ahead and placed initial orders for a specified type of garment without taking the women's ideas into account, dissatisfaction on the part of the employes has resulted. The plant executives, after hearing specific complaints and seeing that they were justified have either changed to another type of garment or they are still trying to work out a more acceptable style.

Plant executives want to achieve the willing cooperation of the women and they want to understand the practical need for certain safety features. They want a uniformity of appearance because in that way full concentration is given to the work and there is no distraction of attention from production.

How Plants Cultivate Worker's Interest:

At Allis-Chalmers Manufacturing Company, a special and attractive book, with color illustrations, cartoons and actual photographs has just been published and is being distributed to the employes. This book is a safety and health manual clearly presenting in very readable form the reasons for wanting all the safeguards to health that the right clothes and equipment can bring about. In some of the aircraft plants in New Jersey and on Long Island, such as Wright Aeronautical and Grumman Aircraft, there are posters showing photographs of women in the right clothes equipment placed on all of the vending machines for candy or soft drinks that are situated at frequent intervals through the buildings.

The Sperry Gyroscope Company has held forums in which the women workers arrived, by open discussion, at a set of some 30 specifications for the garment they want to wear.

One of the most vital considerations that the plant executives have encountered is that many of their women workers wear the work garment to and from work. The girls do not want to take time to change their clothes at the plant. The executives readily saw that the work clothes must therefore be presentable for street and traveling wear.

The plants, in turn, are making a virtue of this necessity by encouraging the workers to be proud of the work garments they wear and the women, they report, are readily responding to this spirit. They are coming to the viewpoint of considering their work clothes a symbol of national service and they are proud of the insignia that identifies them as one of the workers in these important industrial organizations.

In the training schools the student workers are made familiar with the work garment by wearing it while at the school right through from the time that the first week or two of class work is completed. Going through the locker room at the Paterson Metal Trades Vocational School, where Wright aircraft workers are trained, it was very interesting to see how few of the girls had changed from street clothes to the work clothes, showing that most of them preferred wearing the work garment traveling back and forth.

Variety of Work Styles Actually in Use:

The plants want to effect uniformity of dress only in the work departments where such uniformity is absolutely vital. Wherever the workers can do their work safely and efficiently in clothes of their own selection, as in the offices, the plant does not even touch on the subject of clothes regulation.

Where safety requirements make the specific work style necessary, the plants again want to give as much latitude as they can to the choice. If a one-piece coverall pleases the women best, that is all right with the plant. If the same safety features can be achieved in the two-piece slacks and shirt set, and the women like it better, their preference is recognized.

As long as every woman in the department wears the same color, the plants are open-minded as to what that color shall be. The executives prefer the light colors where any grease or dirt that touches the garment will be immediately visible, because of hygenic reasons. But the plant's concern, again with safety, is to prevent wearing a garment that is unsanitary.

Wherever it is possible to permit some freedom of choice in a detail of the garment, the plants are perfectly agreeable. An instance is at one of the big aircraft factories where the women all wear a one-piece dark blue coverall that has a collarless V neckline. The women buy their own dickeys, in whatever fabric and color they like. This variation does not interfere with safety or efficiency and it gives the women a chance to bring an individual style touch to her uniform work garment.

Easily-laundered, durable fabrics are the unanimous choice of executives and workers.

Head coverings are very important and the cause of considerable dissatisfaction among the women workers. They appreciate the necessity of protecting their hair from moving machinery or oil-impregnated air, but they do not like the kinds of work caps or head coverings they are getting now. They won't wear them unless the danger from machinery or flying particles is such that plants force them to protect their heads. The plants would like, as one of the first solutions to the women's work clothes equipment problems, some acceptable kinds of head coverings.

The other pressing problem is work shoes. Plant records show that injuries to the feet, backaches and headaches caused by improper shoes are a major hospitalization cause. They would like to see the stores preach to the woman worker that she **should wear her best shoes to work,** meaning that it is more necessary to buy the finest work shoes she can afford than to buy expensive dress shoes.

Statistics Show War Employment Scope of Women in 460 Industries

Prediction of 6 Million Women on Occupational Payrolls by End of 1943 Indicates Extent of Consumer Category for Which Retail Merchandising Policies Must Be Shaped

STATISTICS show the retailer the scope of new consumer spending category rapidly developing out of the industrial employment of women in war work plants and in all other occupations where women are replacing men.

Figures quoted by R. M. Dowling, of "Sanforized," at the Atlanta convention of the Southern Garment Manufacturers Association estimate the war employment of women in manufacturing, transportation, public utilities and Government at 2,500,000. By December, 1942 the estimate is 3,500,000 and by the end of 1943 there are expected to be 6 million women on occupational payrolls.

Kinds of Work

Women workers, Mr. Dowling pointed out, are ascertained to be operating some of the heavier machine tools in war factories. Thousands of other women are skilfully doing work requiring a delicate touch, manipulative dexterity and accuracy in measurement.

Women are at work in Government arsenals turning out small-arms ammunition. They are doing shell and bag loading in artillery ammunition plants. They are making gas masks, balloons, rubber life-rafts and parachutes. They are making blankets, uniforms, tenting fabrics, aircraft instruments, wire for the Signal Corps.

They are working as overhaul and repair mechanics, assembling and disassembling machine guns for testing and disassembling wrecked airplanes.

In the airplane plants women operate hand drills and hand screw machines, turret lathes, power sewing machines, and light rivet-guns. At the drill presses they change and sharpen their own drills. They instal fitting and equipment in fuselages on the assembly line. They splice and prepare assemblies of light cable, assemble and prepare electrical systems and instal the radio in the plane.

In the wood working department they operate band saws, sanding belts and do nailing and gluing of small wooden parts. They do wiring, light grinding, profiling, sheet-metal cutting, spot and arc welding, spray painting and all types of bench work.

Technical and Precision Work

In plants making lenses, bomb sights, precision instruments and fire-control instruments, women work as assemblers, grinders, honers, operators of drill and punch presses, solderers, cementers, welders, engravers, polishers, testers and inspectors. In the making of electrical machinery women are assemblers, winders, inspectors, power-press operators and X-ray technicians.

Women Replacing Men

In larger cities and smaller places as well, many women are at work as elevator operators in hotels, stores and office buildings; as telegraph messengers and in other messenger services; as clerks, cashiers, soda-fountain girls and pharmacists in drug stores.

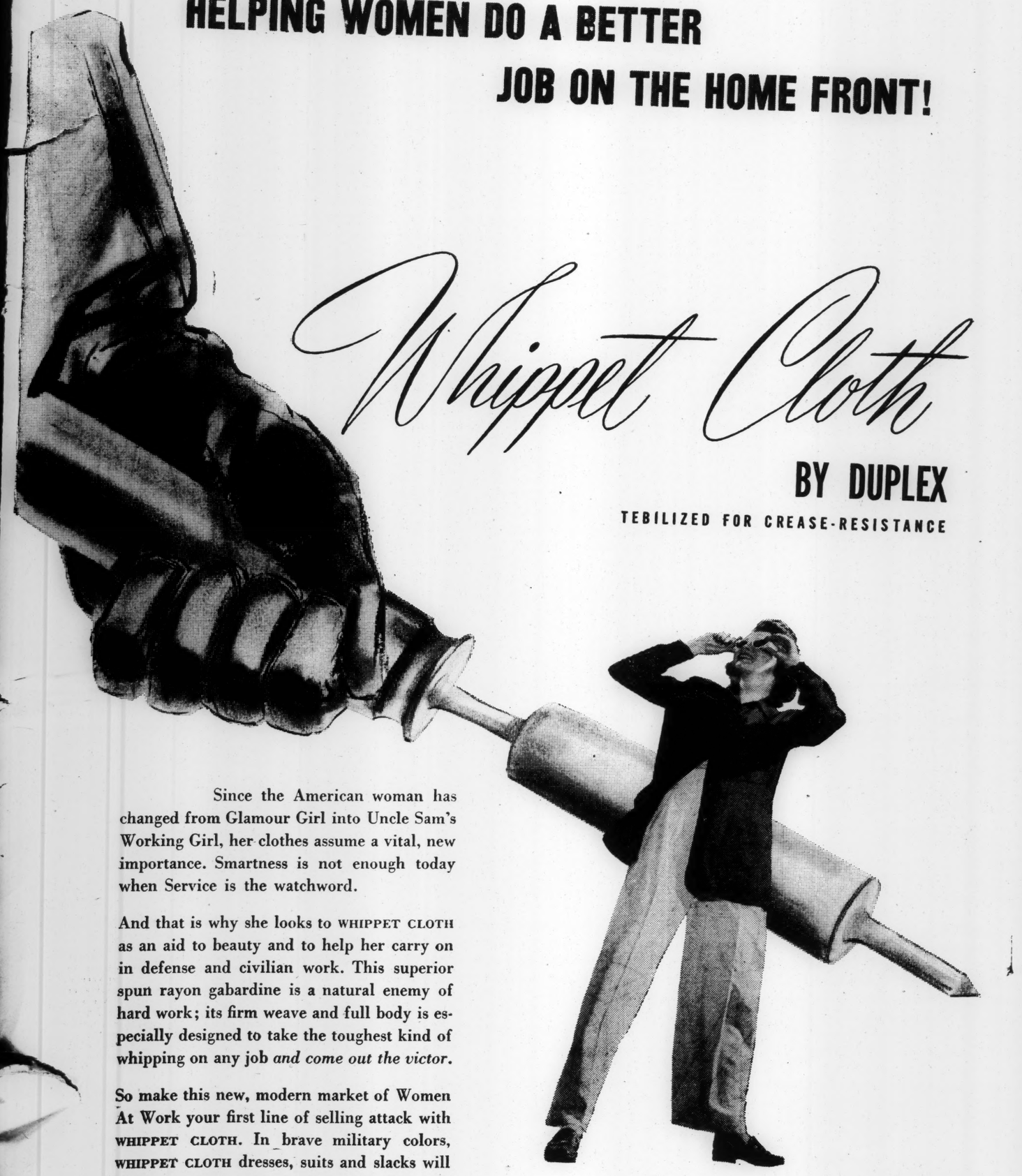
Women are serving as taxi drivers and filling-station attendants. They are being hired as men are drafted from shoe, electrical-supply, and food plants.

Women are serving at airports as reservation supervisors, dietitians, passenger service superintendents and dispatch clerks. Women are reported as machine-shop instructors, as mechanics, and mechanics' helpers.

They are serving as guards in industrial plants. At least one of our largest cities has supplemented the traffic police force with women, who direct traffic at school and church crossings.

The U. S. Employment Service has listed over 460 industrial kinds of occupation as suitable for women.

HELPING WOMEN DO A BETTER JOB ON THE HOME FRONT!



Whippet Cloth

BY DUPLEX

TEBILIZED FOR CREASE-RESISTANCE

Since the American woman has changed from Glamour Girl into Uncle Sam's Working Girl, her clothes assume a vital, new importance. Smartness is not enough today when Service is the watchword.

And that is why she looks to WHIPPET CLOTH as an aid to beauty and to help her carry on in defense and civilian work. This superior spun rayon gabardine is a natural enemy of hard work; its firm weave and full body is especially designed to take the toughest kind of whipping on any job *and come out the victor.*

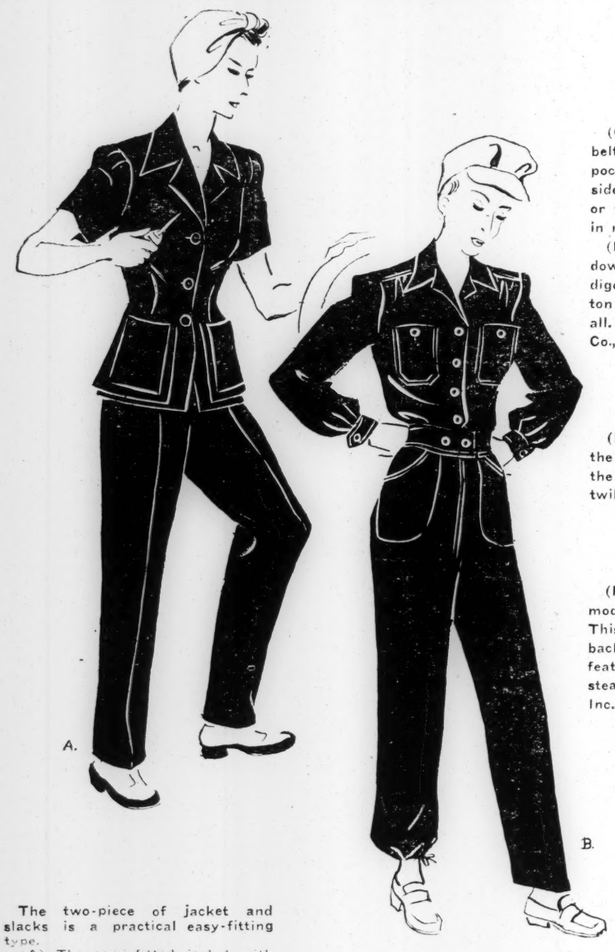
So make this new, modern market of Women At Work your first line of selling attack with WHIPPET CLOTH. In brave military colors, WHIPPET CLOTH dresses, suits and slacks will work overtime and do a forceful selling job for you.

DUPLEX FABRICS CORPORATION

1410 Broadway New York City

Trousered Work Types Most in Demand—

The Coverall . . . Two-Piece . . . Overall



The two-piece of jacket and slacks is a practical easy-fitting type.

(A) The semi-fitted jacket with matching slacks of navy or brown Sanforized cotton gabardine. Art-Mor Togs, Inc.

(B) The windbreaker jacket, cut long at back so that it won't part company with the slacks, featured in work denim or dark cotton moleskin, having smooth surface and suedy back next to the skin. The trousers have drawstrings at the ankle. Short slacks will also be made in matching fabric, should workers want them. Louis Geiger, Inc.

(C) Slacks with adjustable back belt with metal rings and a back pocket as well as pockets at each side of the front. In navy, indigo or faded blue cotton twill and best in navy. H. J. Feinberg & Co., Inc.

(D) The overall which buttons down the side in either navy, indigo or faded blue denim or in cotton twill. Buttons match the overall. Also from H. J. Feinberg & Co., Inc.

(E) The overalls button down the back and have large pockets at the hips. In navy or brown cotton twill. May Fair Togs, Inc.

(F) Faded blue denim for the model with three stitched pockets. This one also buttons down the back, but has adjustable fasteners featured for the shoulder straps instead of buttons. Princess Togs, Inc.

(G & H) For workers who do not require as heavy a material, rayon slacks suits are suggested. This one is spun rayon in chevron weave with a kick pleat skirt to match which the worker can wear in the plant. Jacket can be worn in or out. Loomtogs, Inc.

(I) Faded blue denim is used for a one-piece coverall of a type popular at a majority of plants. It has the drop seat and buttoned waistline that is much favored in this type of practical garment. Korday Sportswear, Inc.

(J) One of the very large factories has adopted this two-piece jacket model as the official uniform for its workers. Of Sanforized blue denim, it has the gripper fasteners and a loose, high pocket, so that tools in it swing free when the wearer is bending. Branigan, Green & Co.

Hollywood-Premiere PIONEERS IN CREATING CLOTHING FOR WOMEN IN INDUSTRY . . .

Victory Volunteers - DESIGNED TO FIT THE JOB!

Every industrial job needs a special type garment for safety and comfort. That's why Hollywood Premiere "Victory Volunteers" are used by such industrial leaders as Ford, Vultee, Goodyear, Lockheed, Douglas and Vega.

For Victory Volunteers are not just a designer's idea of what women in industry should wear. They are the result of long months of research . . . of discussions with safety counsellors, with plant managers and with the women on the production line.

This scientific knowledge PLUS 15 years leadership in California sportswear combine to make industrial clothing for women that is safe, smart, comfortable.

Ten million women will be in industry by 1943. Every day, thousands of them are answering the call to America's "production front." Follow the lead of store leaders everywhere and plan your Victory Volunteer Section now!

reading from left to right:

VOLUNTEER

Two-piece slack suit with utility jacket. Action back, pocket with ruler and pencil separation. Pin-check, Princeton cord, denim. Jacket and slack sold separately. *Safety cap sold separately*

COMMANDORALL

A drop-seat coverall with 13 features for safety, appearance, comfort. In pin-check, Princeton cord or denim.

TRENCH COAT

A smart, wrap-around utility coat of combed yarn Army twill, "Weatherized" water-repellent finish.

VICTORALL

A jumper that permits daily change of blouses. Generous pockets, adjustable waistband. In pin-check, Princeton cord, or denim.

VICTORY BELLE

Immaculately tailored of fine textured gabardine or hard twisted, crease-resistant rayon.

Price range
$22.50 to $93.00 doz.

Size range
10 to 20, 40 to 44

For full information . . . write or wire

Premiere Garment Co.

1240 SOUTH MAIN STREET LOS ANGELES, CALIFORNIA

Good Fabrics Essential to Efficient Work Clothes

Cottons Lead for Sturdy Safety Uniforms for Strenuous Work

Shrinkage Control and Color Fastness, As Well As Durability, Essential — Mills Develop Better Quality Rayons in Response to Criticism of "Too Cheap" Types

FABRICS assume extraordinary importance in the styling, development and merchandising of work clothes for women. And in turn, the special requirements of the clothes themselves can be expected to influence a trend in fabric construction and design that will find expression in terms of whatever raw materials are available and can be coordinated with functional needs, making as little inroad as possible on strategic materials for more direct war use. It is possible, for example, to use lighter weight fabrics, lighter colors, and much substantial "style goods" in the clothing of the woman who works in a war plant. Large numbers of women are employed for "light, clean factory work" for which the plant management permits them to make their own choice of garments — a choice that may range from protective smocks and aprons to comfortable slacks.

Fabrics for Two Classes of Workers

ROUGHLY speaking, fabric houses who have studied factory workers' needs as a guide to production assert that there are two main classes of fabrics demanded for women's work clothes —sturdy serviceable materials for strenuous, active, and dirty work, and softer materials, not necessarily quite as serviceable, for "light, clean factory work."

Practical Cottons Are First Choice

Practical cottons are first choice in the strictly functional work clothes, the overalls and coveralls that must be washed frequently. At first, the tendency was to employ similar cottns to those used for men's work clothes, many of which are also in demand for military use and for Lease-Lend provisions. Major requirements in most cases are that the materials on the completely opaque, smooth on the underside so as not to irritate the skin, and compactly woven on the surface so that the fabrics won't "catch" and be a safety hazard. Non-shrinkability in laundering and colors that will withstand washing, lights and gases without fading are necessities. So much necessary war fabric is used in these work uniforms that it is essential that the materials have these added qualities of shrinkage control and fast colors in order to wear as long as possible. Gabardines, denims, chambrays and covert weaves, whipcords and twills, cottonades, and plain sheeting weaves are the most-used cottons. In some quarters, heavy poplins and seersuckers are being used also, and there is some interest in cotton tweeds, but the last three are more apt to be found in non-standardized or non-uniform clothing.

Increasing Interest In Quality Slacks Rayons

The rayon industry reports increasing interest in slacks rayons for war workers. Surveys taken by mills indicate that stores have had criticism from workers on the overemphasis of rayon slacks that "are too cheap and don't wear well enough." Consequently the mills have in many cases improved the quality of the slacks rayons they are making, offering heavier poplins in spun rayons, and applying to women's slacks rayons the higher standards that they have been using for men's wear sports rayons. Special crisp finishes for slacks rayons have also been developed more importantly, the sole purpose of the finish being to heighten the sharpness of the tailoring, and the speed of manufacture. Here, too, color has come in for greater care, especially in the light shades that are being so widely adopted as a means of maintaining high morale among workers and a constant cheery cleanliness.

Spun rayon mixtures hold the lead established last year in women's slacks fabrics. There is increasing emphasis on the poplin and faille weaves, gabardines, twills, and whipcords. In the warmer sections of the country, shantung effects slubbed with the uneven yarn that is so much smoother than slubbed yarn is being used in place of the rayon sharkskins that are no longer being made and which will be unimportant in merchandising plans of stores from now on. Butcher weave rayons made from a mixture of spun rayon and cotton is another favorite and there is good demand for variations of men's wear spun rayon weaves, such as pepper-and-salt effects like worsted sharkskins, herringbone tweed designs in slick weaves, a few men's wear pin stripes and classic all-wool or spun rayon mixed flannels, notably the yarn-dyed grays, are used, as are pin wale corduroys.

From Western Plants: What Is What On "Workables"

Specifics in What the Plants Want, How They Want the Supply Handled, From the West Coast and Inland Western War Production Factories Employing "Every Adaptable Woman."

Additional aspects on what plants are doing about women's work clothes come from a business representative recently returned from the West Coast and Western industrial factories.

In California, where there is a State law that if a plant demands the wearing of a particular garment then the plant must buy the garment and pay for its upkeep, most of the plants now specify that their women employes may wear either a one-piece or a two-piece type. But the garments must comply with the safety features specified by the safety engineers. At Vultee Aircraft the plant's own commissary department stocks both one- and two-piece types but they find that more of the girls buy the garments from retail stores because they like to make their own selections. At Hardman Aircraft, the plant buys the one-piece coverall worn from the Broadway Department Store and carries stock in the commissary department. However, the girls may, and many of them do, go to the store and select another garment. At Lockheed Aircraft and Vega they do not want the girls to wear tight-fitting garments.

In the San Francisco area, General Cable supplies the garments and pays for the upkeep. Workers here wear a one-piece coverall which the plant finds satisfactory

In Portland, Columbia Aircraft Industries is gathering all information and trying out several sample types that have been submitted before deciding on the uniform style that will be adopted. In all probability, the plant will buy the garments and furnish them to the girls because their work is of some special nature that requires ample protection. At the Iron Fireman Manufacturing Co., where two women are in charge of the clothes specifications for the workers, they allow the girls to wear either a one-piece or a two-piece style.

In Seattle, Boeing Aircraft wants to distribute their business for work clothes among all of the local stores and they have agreed to place samples of the store's merchandise selections on display in the downtown employment office of the plant.

In industries where women are replacing men in the West, such notes are gathered as that in Seattle women are running motorcycle delivery machines and most of them wear slacks. "Only a few" of the women taxicab drivers in Salt Lake City and several other cities on the West Coast are wearing slacks. The Safeway Grocery chain stores are hiring women and all of them are wearing some kind of trousered style, with those in Los Angeles having adopted, to some extent, a uniform style.

Womens' Work Clothes Makers Await Priority

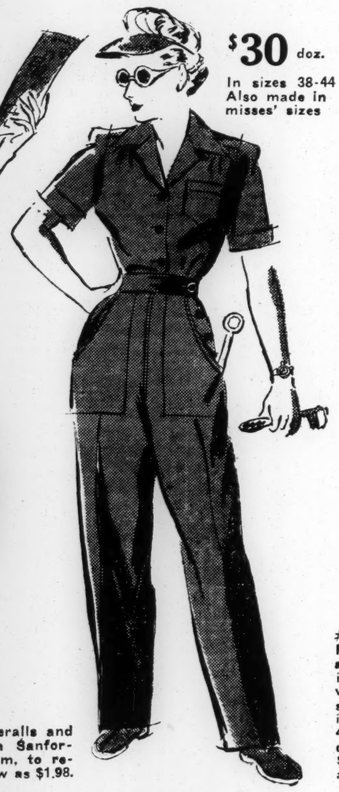
MANUFACTURERS of ready-to-wear work clothes for women are awaiting War Production Board orders that will give them priority on needed materials, similar to that given manufacturers of men's and boys' work clothing through Order M-207 issued Aug. 21. This order gave makers of men's and boys' work clothing and work gloves an A-2 preference rating on fabrics suitable for their use. This rating also extends to the converters of the fabrics. In the women's work clothes manufacturing market, makers and the converters who supply them are operating on present stock but feel that in order to assure materials for the future production of work clothes, fabrics for clothes for necessary women war workers must be placed in the same class as that of men.

HERE ARE YOUR VALUE SCOOPS

IN SMARTLY FEMININE SANFORIZED WORK CLOTHES

$16.50 doz. In sizes 12-20 Also available In sizes 38-44

#1000 Work Slacks. Service features include wide waistband with adjustable belt, hip pocket and two slash type side pockets. Seams of this and all garments double-stitched at hard-wear points. Sanforized gabardine twill in navy, sizes 12-20, $16.50 doz. Extra sizes 38-44, $18.50 doz. May also be ordered in Sanforized denim, choice of faded blue or copen.



$30 doz. In sizes 38-44 Also made in misses' sizes

Other overalls and slacks, in Sanforized denim, to retail as low as $1.98.

HERE are garments with full, unskimped cut . . . facings . . . reinforcements . . . lathe-smooth seams . . . and other quality features rarely found at such hard-hitting prices as these. Each trim feminine style has flawless fit, in Sanforized fabrics that will hold the fit for keeps. Visit our showroom — or write or telephone for representative. No value-minded buyer should miss these smart, sturdy, sales-stimulating fashions in work wear. Stock orders will be carefully filled.

IMMEDIATE DELIVERY

#1010 Two-Piece Work Suit. Pretty, practical in-or-outer, authentically tailored for feminine figures. Note fitted waist, bodice pocket, two inside trench pockets. Sanforized denim in navy, sizes 38-44 for the larger woman, $30 doz. Also regular sizes 12-20, Sanforized denim in copen and faded blue, $23.50 doz.

#1005 Overall. Figure-molding style, has adjustable suspender straps, two trench-type utility pockets. Full cut, with inside bodice facing and many other plus-value features. Sanforized gabardine twill in navy, sizes 12-20, $20 doz.; 38-44, $22 doz. Also Sanforized denim in faded blue and copen.

$20 doz. In sizes 12-20 Also comes in extra sizes

H. J. FEINBERG & CO., Inc.

149 Fifth Ave at 21st St., New York

Telephone Gramercy 7-5142

One Store

in SPOKANE
has used over
2,600
this season

Get your share of the "Women at Work" business in your city — with the

Carol Crawford Victory Dress

For the girls in the Spokane airports and the offices of the defense plants in and around Washington, the Spokane Dry Goods Co. is making selling history with these two Carol Crawford dresses. They have already sold more than 2,600 in six weeks, and they expect their sales to top 7,000 for this season alone.

Already more than 100 stores are carrying a basic stock of these two styles.

The Carol Crawford Victory dresses are specially designed for ACTION and SERVICE, yet they have the style, the smartly simple tailored lines that make them suitable for wear anywhere—indoors or out.

They are styled in "Bandwagon," an Alan fabric of T.B.L. crush-resistant gabardine, in a one and two-piece model. New fabrics will be added for each new season to make this a 12-month sales promotion.

These Carol Crawford Victory dresses are available *exclusively* to ONE store in a city that wants to make a serious effort to get the business of the girl in a Victory job who must have freedom of movement but does not want a uniform.

Advertising helps—mats, blowups and photographs are supplied to help you promote them.

No. 1501, the two-piece jacket dress, $5.50. No. 1400, the one-piece dress, $4.75. Every dress made in our own factories. All sizes 10 to 42.

Write or wire your resident office to shop them for you.

CAROL CRAWFORD, INC., 1375 Broadway, New York City

★ ★ ★ ★

Here are a few of the exclusive "Victory" dress stores:

J. N. Adam & Co.....Buffalo, N. Y.
Ames & Brownley.....Norfolk, Va.
Best's Apparel.....Seattle, Wash.
Bowman & Co.....Harrisburg, Pa.
Carson Pirie Scott & Co.....Chicago, Ill.
Cleland Simpson Co.....Scranton, Pa.
The Emporium .....St. Paul, Minn.
Erie D. G. Co.....Erie, Pa.
Wm. Filene's Sons Co.....Boston, Mass.
Filson's.....Utica, N. Y.
Forbes & Wallace.....Springfield, Mass.
Hahne & Co.....Newark, N. J.
Halle Bros. Co.....Cleveland, Ohio
Hochschild, Kohn & Co.....Baltimore, Md.
J. L. Hudson Co.....Detroit, Mich.
LaSalle & Koch Co.....Toledo, Ohio
Ed. Malley Co.....New Haven, Conn.
James McCreery & Co.....New York, N. Y.
J. R. Millner Co.....Yynchburg, Va.
Palais Royal.....Washington. D. C.
Parisi Co. .....Pocatello, Idaho
B. Peck.....Lewiston, Me.
Marjorie Poore.....Bradford, Mass.
G. M. McKelvey Co.....Youngstown, Ohio
Porteous, Mitchell & Braun....Portland, Me.
H. C. Prange Co.....Green Bay, Wis.
H. C. Prange Co.....Sheboygan Wis.
D. M. Read Co.....Bridgeport, Conn.
Rorabough-Buck .....Wichita, Kan.
Smartwear-Irving Saks .....Roanoke, Va.
Spokane D. G. Co.....Spokane, Wash.
Vogue .....Chattanooga, Wash.
Wallace Co. .....Schenectady, N. Y.
Wm. M. Whitney & Co.....Albany, N. Y.
Z. C. M. I.....Salt Lake City, Utah

Washington Reports:

Safety Clothing for Women in Industry
Growing Preoccupation of Government Agencies

By ALICE K. PERKINS

Washington, Sept. 3. — Women in heavy industries become an increasing preoccupation of Government agencies as their employment accelerates. Latest predictions mention 3 million women in war production by the end of this year instead of the earlier figure of 2½ million.

Problems of priorities for needed materials for protective clothing are being reviewed by War Production Board. Health hazards and how to meet them are being studied by Public Health Service and the Women's Bureau of the Department of Labor. Training and other aspects of labor supply are the province of the War Man Power Commission.

These 2½ or 3 million women are those who will need some sort of protective or safety clothing. They do not include the immense number of women needing ordinary practical work clothes. Unofficial estimates of the War Man Power Commission are 2 million more women in non-agricultural employment not directly related to war production, by the end of 1943, or a total of 12,800,000, and 200,000 more women in agricultural employment.

* * *

An Immense Promotion Job to Be Done

There is an immense promotional job to be done among women workers, especially in the heavy industries, and several questions to be threshed out before safety clothing sales function smoothly. One is a designing one, making them really practical and at the same time, sightly.

How to Meet Health Hazards—Problems of Priorities Involved—Women Workers in the Millions—Equipping Those in Heavy Industries Requires Big Promotional Job—Creams to Safeguard Skin, Protective Aprons, Extra Sleeves and Goggles Important Items Added to Work Garments.

Another is: Who pays for them, the company or the worker, and if the latter, how can she be persuaded to spend her money for them?

Will it be compulsory that she wear them if she is given the job? Or can safety clothing be designed on such becoming lines that women will want to wear it?

Closely tied to the problem is the availability of dressing room space and lockers. Women might be more willing to wear box-toed shoes and hair-hiding caps if they could change after work before leaving the plant, but if they spend their own money for such things they want to be sure they won't be mislaid or stolen out of working hours. Wooden lockers increase fire hazards; steel lockers are unobtainable; no satisfactory substitute has yet been found according to latest reports here.

Some of the plants which successfully employed women workers before the war, found a committee of the women workers was a satisfactory way of getting them to wear the right sort of clothes. These women tried out different kinds of clothes, gave ideas and reasons for them, and because they had had a voice in deciding what should be worn, took pride in following the rules.

* * *

Reports of Women's Bureau Of the Dept. of Labor

The Women's Bureau of the Department of Labor is shortly bringing out reports of their most recent findings in women employment in war plants. One such report is based on visits to new artillery munition plants in Eastern, Southern and Middle Western sections of the country. Three-fourths of the plants already operating in these areas reported that some women employes were required to wear uniforms, and a few others expected to have a uniform regulation later. In a number of plants, only those women in hazardous occupations, or in certain types of hazardous work, were required to wear uniforms. At the time of the visit, according to the report of the Women's Bureau, women in bagmaking departments generally were not wearing uniforms but some were scheduled to do so. Two styles were most commonly endorsed: Some kind of washable slacks costume and a cotton one-piece dress. For purposes of safety, slit pockets and rubber buttons were mostly used.

Some plants visited provided employes' uniforms, but even where employes were supposed to supply their own, all laundering was done by the plants. Persons working in explosives were supposed to wear safety shoes; metal hairpins, jewelry and any other metal were tabooed in areas where such articles might cause explosion.

* * *

Aircraft Firms Not Requiring Uniforms

In a report based on visits to 26 aircraft assembly plants in nine States, the Women's Bureau states that most of the firms are not requiring definitely stipulated types of work clothing for women any more than for men, and stated they were opposed to such regimentation and were merely requiring that women be safely and suitably dressed for work. Usually recommended were slacks and simply made shirts with short, uncuffed sleeves loose fitting enough to be comfortable but not so loose as to catch in the machinery. Low-heeled shoes with a hard closed toe were recommended for comfort and safety. Rings and other jewelry around moving machinery were discouraged. Heavy hair nets, bandanas or caps were often required of all girls working near machinery. Several companies had prepared written suggestions and instructions for women's work clothing that were presented to each new female employe.

Several plants, in some cases at the request of the women themselves, had approved company uniforms for women, sold at the plant itself or at local stores. In a few instances, wearing of the uniform was obligatory and this usually was reacted against by some of the women, especially those in sections, such as parachute stitching, where they were not essential to safety.

Typical of the styles and cost of required uniforms, according to this report of the Women's Bureau, are the provisions of one large aircraft company which has arranged with a local merchant to sell three types: The cheapest, a blue denim coverall at $3.50, next a two-piece shirt and slacks, cotton gabardine suit for $5.50, and third, a shirt and slacks suit of closely woven rayon and better workmanship at $8.95. The last is only suitable for the cleaner jobs, where the worker is not exposed to oil, grease and dust.

* * *

Hair and Hand Hazards Becoming Greater,

As more women go into industry, certain hazards become greater.

Latest figures on industrial accidents put out by the National Safety Council show hands, arms and fingers amount to 25 per cent of the total, and legs, feet and toes another 25 per cent, with head accidents (other than eyes) only 7 per cent. The last percentage is rising because of the additional hazard offered by women's longer hair. Hand and finger accidents are expected to be higher among women because they have the lighter jobs where their hands rather than their legs and feet are employed.

Oil dermatitis is said to be on the increase, although this writer cannot check the source of this report. The Industrial Hygiene Department of Public Health Service is working directly with many war plants on this problem, and has devised a number of protective aprons, "extra sleeves" and other articles of protective clothing. The extra sleeves recommended by the Industrial Hygiene Department are fastened firmly around the wrist and are long enough to extend over the lower edge of the short blouse sleeve. They are made of one of the synthetic resin film fabrics, fit smoothly over the forearm without any opening, and widen for comfort at the elbow and above, with ventilation holes near the elbow.

Priorities or allotments for these synthetics, for asbestos aprons and gloves, and for other synthetic impregnated fabrics used for protective clothing, are the Problem of the Safety Equipment Section of WPB; and it is understood that sufficient quantities will be available.

* * *

Small Protective Items Of Interest to Retailers

The Industrial Hygiene Department of Public Health is also experimenting with protective creams to guard against industrial skin infections. There are a number of creams already on the market and as more women go into war work, even though it may not be in a factory, the demand for them should increase. Women who are working with any sort of motors, for instance, will probably want them. According to the cosmetic limitation order recently issued by WPB, creams are on List 2, whose production is limited to last year's quantity, but perhaps appeals can take care of increased call for them, particularly if Public Health Service pronounces in their favor.

The right sort of goggles for factory workers is another main floor item worth study. Their utility is recognized by WPB which allots sufficient suitable metal for the rims. With their increasing adoption by workers who are near moving machinery or exposed to dust and powder, eye injuries have been cut down to only 4 per cent of the total of industrial accidents.

* * *

The Problem of Fabric Priorities for Workers

Exposure to explosive powder has made fabric and shoe prob-

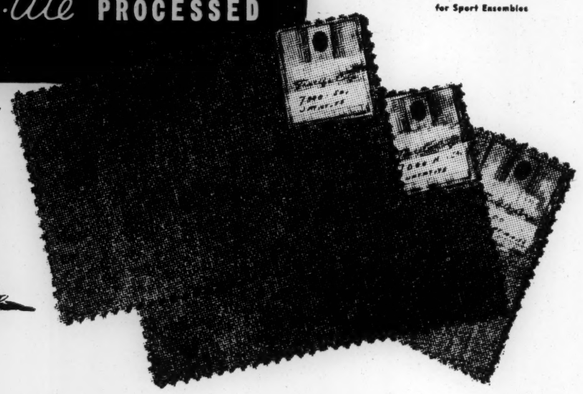
St. George COVERT CLOTH

A SPUN RAYON AND TECA BLEND

IT'S Wat-a-tite PROCESSED

for Sport Ensembles

for Slacks



Here's a worsted-like fabric with an individuality all its own; — sturdy, full bodied, yet cool; a good "hand" and excellent wearing qualities.

It is suitable for a great variety of uses and is available in a wide selection of shades.

It's also Wat-a-tite processed, which means that—

1. It is water, spot and mildew resistant.
2. May be dry cleaned without losing these properties.
3. Has not been weakened by this processing.
4. Keeps rain out but lets air in. Porosity has not been destroyed.

for Uniforms in a Special "Defense Blue"

For samples and prices, write—

St. George Textile Corporation

119 W. 40th St., New York, N. Y.

Wat-a-tite PROCESSED BY MOUNT HOPE FINISHING CO. NORTH DIGHTON . . . . . MASS.

lems. Shoes worn by workers in such plants must have all cracks or rough surfaces removed as the powder might catch in such places and be carried out of the plant by the worker. Likewise, roughish fabric surfaces, particularly woolens offer a similar hazard.

Inversely, other fabrics offer a hazard to war products. Women working on small parts must avoid garments of any cottons or other materials which shed lint as this gets into the parts and destroys their precision.

Other fabric questions have been previously discussed in these columns, such as the use of rayons and silks when the wearer is exposed to explosives, and the necessity of not allowing oil-seeped fabrics to remain against the skin for any length of time.

Probably the biggest fabric problem, from the Washington viewpoint, is the question of how to give allocations or high priorities of critical materials which are needed by certain types of workers and control the distribution of such fabrics. There is no desire on the part of WPB to hamper retailers from developing business in work clothes, but when these clothes are sold over the counter at retail, how is the maker or seller going to be sure that they are bought only by those who really need them?

As an example, it may be necessary to give high ratings on such cottons as duck and denim, to insure a cutter up getting what he needs for plant clothes. When these are made up and in retail shops, what will prevent a woman who thinks blue denim looks cute for work around the house from buying them instead of a printed muslin house dress? Or if precious synthetics are released for aprons and gloves necessary to protect workers from dermatitis, how stop a housewife from buying them for washing dishes?

There will undoubtedly be some sort of Government regulation of this.

Card System Suggested To Regulate Buying

"It is understood that it is this problem which is causing further study of the work clothing order so long talked of in the trade. Among suggestions for regulation is a buying card or sort of prescription which bona fide factory workers could present to retailers. This creates merchandising difficulties for stores, but advocates of the scheme point out that uniforms of various sorts are sold this way through retailers. Women factory workers could, they allege, present a card signed by the personnel head of a factory assigning the purchaser garments of needed materials for the war work in which she was engaged, and only holders of such cards could obtain apparel made of critical fabrics or findings. By a survey of war plants in their vicinity, retailers could gauge the number of such garments to be required in a coming season."

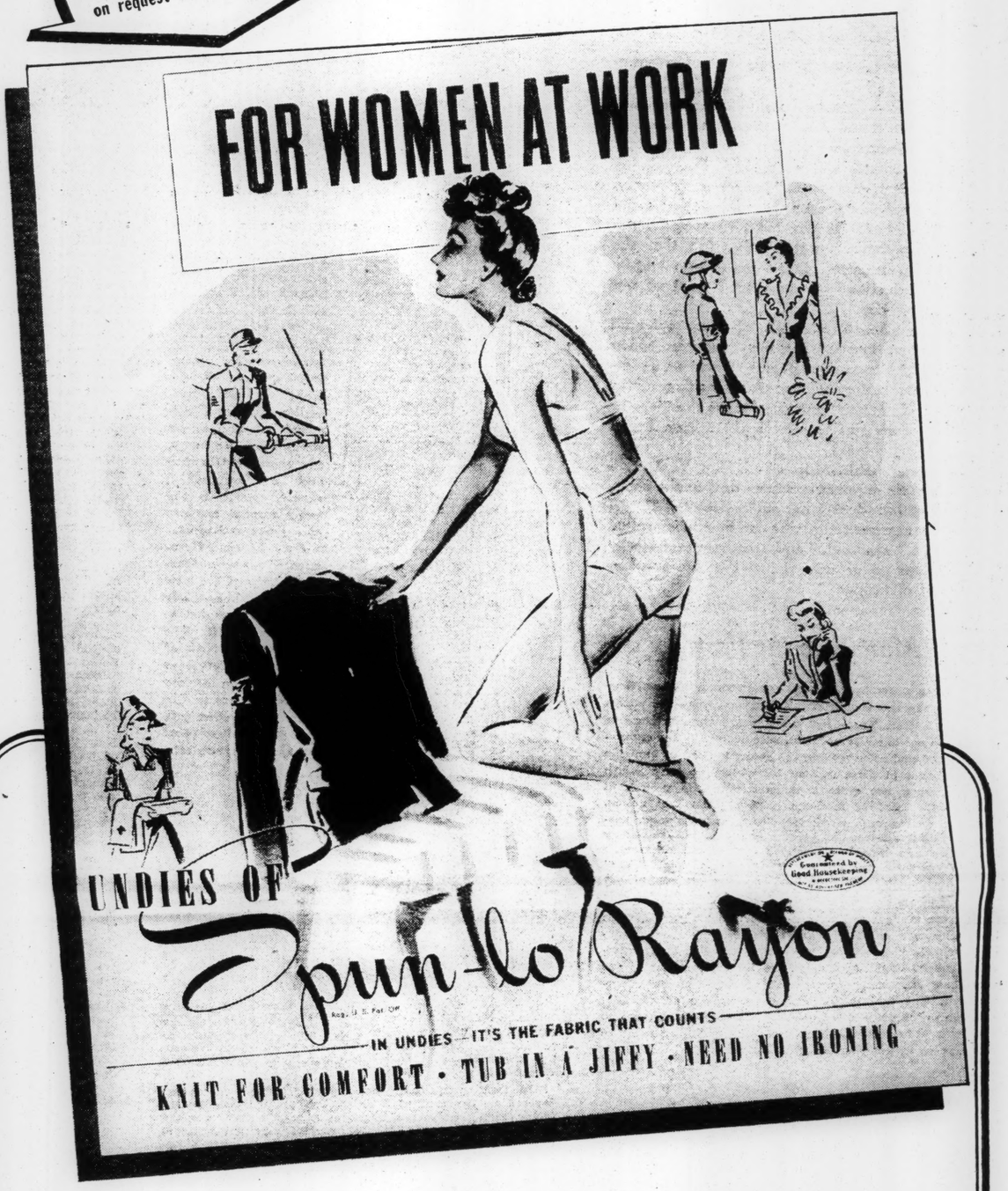
Box-Toe Shoes Among Subjects to the Fore

Just now, shoes for industrial women workers are among the most discussed subjects in Washington. Some estimates place the potential demand for such shoes, in 1943, as high as 4 or 5 million, which seems a high estimate to this writer, and the probable production at only a million pairs. The shoes in question are those with box toes which have steel shield protection for the toes.

A few manufacturers already have them in production, but they were comparatively non-existent in women's sizes and lasts until this year. Because of the tightness of steel, the safety equipment section of WPB is reviewing alternates and is reported to have found a plastic toe shield which is satisfactory.

There are two reasons why 5 million pairs seem high as the potential 1943 demand. At present and probably for at least a year to come, women coming into war plants are chiefly given jobs working on small parts, or assembling them, or light work such as on rubber boats, parachutes and airplane wings, rather than among heavy machinery or parts liable to crush the feet. Also, it is the practice for workers to pay for these shoes themselves, and reports from several sources indicate women are more reluctant to do this than men, and it will take time and education to persuade them.

This display card—reproduced in full color is available on request without charge.



UNDERWEAR IS AN ESSENTIAL CIVILIAN COMMODITY

"WOMEN AT WORK" includes nearly every American woman—those working in war plants, in Civilian Defense, in Volunteer Services, in Red Cross, in offices and in homes. They are all more active today and need better fabric to withstand the extra wear they give their clothing.

In underwear particularly, with rayon an essential war material and the supply of fabrics curtailed, it is particularly important that you sell them garments made of fabric that will give the longest service.

SPUN-LO will do it—it's made of multifilament yarns, closely knitted, in a weight that will stand the punishment of hard and long wear.

Spun-lo Rayon
Reg. U. S. Pat. Off.

INDUSTRIAL RAYON CORPORATION • Cleveland, Ohio • *New York Office:* 500 Fifth Avenue

Introducing the Debs of Destiny

By Edward Drayton

HERE and there American young women of "coming out" age incline to tacitly disclaim the title of "Debutante"—because its significances do not key in with the times. The romantic meanings of that phase of American life which our "Debutantes" represent, of course, will never die. Even during the war American girls will be "introduced"; quietly, proudly as usual. But the familiar title of those social introductions, while the war lasts, more and more will be suspended where it is rather felt that the meaning of an American girl's debut today might be of patriotic induction in to some vital need of our militant democracy.

Countrywide, then, some of these splendid young women, inspired by the American spirit; going eagerly into various phases of war and community work; taking up new skills looking to the future; already are setting aside for the duration the very name of the glamorous eras of the flowering of American womanhood.

In a remarkable address to a New York audience one of these young women thanked the chairman for not introducing her as "a debutante." "I don't know any one today who can bear being called a debutante," she said, "and I often wonder why fashion shops go on using terms that are so completely out of fashion."

Must Face the Facts

THE stores generally have not yet followed the lead suggested, but the mental climate sharpens with the bitterness of the war. These industries and businesses close to women are not likely to underestimate eventually the climaxing spirit of exaltation moving the young leaders of feminine America. Yet in these fashion industries, we have so far in some ways not quite kept pace with the growth of the realistic trend of feminine point of view and action. We have, in instance, clung too closely and too long, perhaps, to familiar words and phrases of a fashion terminology which may appear static as related to the feminine mind.

Note carefully, then, the new element of "factualness" in the feminine attitude, for that is really the key of the expanding state of mind which will more and more affect our own adjustments. The facts of whatever situation, dominating the thought and action of the nation's groups, must eventually control their every element and contact, especially including the women, whose realism when really interested, we no doubt appreciate. In England, earlier in the war than we, that "factualness" already controls advertisement. The intense national consciousness of essential compliance with the facts already has culminated there to the point where all effective consumer advertising must be based precisely on "the facts."

Must Attune Vocabularies

NATURALLY, we must first begin to face the facts in our vocabularies, since our advertising first reflects the news and the point of view. We are dealing with women, and sufficiently shifting and shading its promotional positions—and its vocabularies — retail advertising will more closely observe and estimate the swift gradations of feminine-fashion mind as it is "made up"—in possibly opposite new directions.

Fashion is imperishable. But fashion, fortunately, does change, so its thoughts and terms must change with whatever the awakening consciousness of the feminine mind to the national need. Recalling also that in our public advertising ta women we and the women who lead are indeed operating "in a goldfish bowl." And that all these other women who watch and follow are pondering the significances, to themselves, of the vision of vigorous womanly wartime position, which intense national urgency may publicly impress on all their sex.

The Great New Opportunity

THE advertising angles of sympathetic public contact seem really simple where these timed trends of thought and vocabulary lie largely within the promotional technique of the major groups of daytime and evening dress, etc. With the dress groups, for instance, some shading of the "glamorous" accents will meet the wartime state of mind.

Apparently the potentiality of the era for new advertising and new business is in the new "Work Clothes." Effectively fashioned and featured, the new "Work Clothes" cumulatively will replace play clothes; functional but becoming fashions of women at war work—and liking it. Here is the greatest durational opportunity for design, for dramatization of new departments, and display. For while women want comfort, safety, durability, in these new "functional" fashions and accessories, every woman also wants to look well, whatever the occasion. And here, in unaccustomed function of the war work, they are the cynosure of many strange masculine eyes.

That is the position which retail advertising will visualize, and which makes the background of dramatization of the new Work Clothes seem so potential.

Thoughtful merchandisers feel that the tremendous expansion of the related business of Play Clothes in these last years well may be paralleled by volume in Work Clothes during the war years Yet the surface of the new "functional" business has barely been scratched, although manufacturers and retailers now are awakening to the opportunity of new specialized departments attractively featuring such functional fashions. From these angles alert stores are

THIS sketch from WOMEN'S WEAR DAILY of Aug. 20, is reproduced here simply as a symbol of 2 million women in war work; civilian soldiers marching proudly with the men toward fulfilment of our destiny. It is one of the attractive and effective working costumes worn by "America's women of the hour," and which embodies the vital elements of design, of streamlined safety, smartness, tailoring and comfort which should appeal to the many women workers of a great war plant.

For Sperry Gyroscope Co., Vera Maxwell designed the new Coverall, and Lily Dache the new hat to be worn with it. The characterization of such Work Clothes as "high fashion of our times" seems to epitomize the first selling essential of that new volume prospect.

weighing the possibilities of this vital new business, and the new Clothes for Women at Work present a prospect that is rapidly opening up.

How to Sell?

ON EVERY side of today's business that is the pressing problem—how to sell? And it is being realized that this varied new merchandise needs new and arresting presentation, if the stores are to get their fair share of the business by effectively meeting competition and conditions that threaten to monopolize it.

In that competition the regular fashion stores are favored in the fact of their fashion prestige and by the factor, also, that this is largely a local demand, depending on the location or proximity of war industry plants. Above all, the fashion stores are favored by the fact that this business is in its nature a "natural" for quick and quality dramatization, which the stores' power of public contact through first class daily advertising, attractive departments and service, display and varied stocks, with action may open wide to them.

As in the climaxing of the war itself, here also, in this new business field, it is realized that aggressive action must be the answer. With the sharpening of the American offensive, the projection of Work Clothes Fashions, taking on that impact of war, is bound to be electrified. For if this at retail is not to drift into a drab and scattered acceptance of just what is left to the stores, there must be injected into the retail fashion merchandising and promotion of Work Clothes for Women something of that drama which is inherent in the picture of the great mobilization of women. The drama of the war, at least mentally, must dramatize their functional dress. With new life, there must be new fashion. And with the lengthening of the war this may be the beginning of the permanency of the industrial picture of many women at work.

Design for American Destiny

IMMEDIATELY, there is national need of better and broader dramatization of the costume, the new clothes worn by all these varied groups of women in their essential contributions to the national mobilization. There is great need and opportunity of alert interpretation of this hitherto rather drab branch of the clothes service. Streamlining of design and detail, recognizing comfort, convenience, safety, assurance of color and size fastness; all those points which added to the attractiveness of appearance increase the effectiveness of women as workers. There is need of better arrangement, decoration, service and whole coordination of these new retail departments which now may profitably "understudy" others that are being "eliminated."

Certainly there could be no greater incentive toward most attractive as well as effective design of the new work clothes than the high national need. It is important, then, that design here trends in the right direction; to smartness as well as practicality. For instance, at a great public occasion there was enthusiasm regarding the streamlined "Coverall" just created for the women workers at a big Long Island plant. This smart and carefully calculated design was characterized by fashion authority as "a high fashion of our times." And by a plant executive that "Our best designers are none too good for our women workers."

Appropos of that executive comment, it is notable that appreciation grows of American women at war work. There has been some criticism, of course, and necessary adjustment. But already an enormous place is held in production by these "civilian soldiers of defense."

The vital volume of the work of all these women, "fitting in where mind counts more than muscle," increasingly in public feeling justifies their characterization in great war productive centers as "America's woman of the hour!"

"White Hope of Retail Market"

SO AN article on "Women and Machines" by the Detroit News shrewdly defines that "Merchants regard the modern factory girl as the White Hope of the retail market." Commenting further that alert retail advertising how "calls her (those girls and women 'looking like co-eds')—such pretty names as 'War's Glamor Girl.'"

Such feminine description, and such design and endorsement of the new work clothes, clearly makes the answer of many unaccustomed labor problems presented by the mass induction of women into the new work, because if women are smart, they concentrate and work smartly. Thus, from the national viewpoint alone, it is imperative that the full power of design and of publicity be exerted to make women very willing to wear these new work clothes, which are highly personable as well as most properly practical and protective.

The significances of a newspaper tour of war plants under the sponsorship of the National Association of Manufacturers indicate that, particularly in the Northwest, "the war means things to women that have not yet occurred to women of some of the Eastern cities." According to this report on "women in war industries," many society girls already are working in these war plants, "for fun, for pay, for patriotism." And these work "debs" are women accustomed to smart clothes, so that their adoption of the new work clothes will set the pace.

It is a mass movement, stimulated by publicity. In a few days recently more than 250,000 women registered in Detroit for war work. Debs, glamour girls and "old girls," affectionately so called, affording additionally in this one city, it is expected, some 80,000 available women workers. An official of Lockheed Aircraft said: "There is no reason, so far as I can see, why women workers should not be able to take over 100 per cent of the work, if necessary." . . . It was stated that 76 per cent of all employes taken on by Douglas in the last weeks have been women . . . An official of Lockheed-Vega commented that women may in the end be the whole force behind Allied air power. . . . Officials predict that within the next 10 months, 12,000 women will be drawn from non-labor groups in Syracuse alone. . . . In Buffalo, it is expected that 40,000 women will be introduced to factory work in the same period.

A front page report from Southern California, in the New York World Telegram, summarized that: "The battle of production may be won or lost in the end by women." It is estimated by the War Man-power Commission that almost two million women are already in the war plants, and that war in 1943 would mean a total of 5 million women doing vital war work. Which also would mean appropriate "work-clothes."

Background of New Business

THERE are in the national situation, and in this economic prospect, natural elements of stimulating dramatization which lend themselves alike to national, business, social and democratic interest. Changes of social attitude brought about by the war also might be diverted to its winning. So, while many of the current "debs" of social and collegiate circles are foregoing that public place and title, these American girls, often being introduced into some phase of war work, in that higher sense still are — "debutantes" of national service. These are indeed Novitiates of the Nation, among "the women of the hour."

The "debs" of the nation, that name now should include, for the duration, the many thousands of American women and girls whose "debut" into the new life of war-work does service to the nation, and honor to themselves.

The "Debs" of Our Destiny

WOMEN at work toward the fulfilment of American destiny. These indeed are the "debs" of today, of whatever class, type and age. The women inducted into the war plants, the production factories and farms, the practical professions and the varied social services of women to the American communities in wartime.

Through their power of publicity the associated Retailers for Victory have achieved great national service. The impact of that suggestive and projective power upon a National Deb Movement might be of great social, business and national benefit. Democracy would be served, and society flattered in its democracy by the emergent national sharing of that magical name of the American woman's debut—to win the war!

The effect of that recognition upon the great body of feminine war workers—"the women of the hour"—is imaginable. Thus a whole consciousness of the war might be enhanced among all women by total recognition of them—as women.

The great power of public contact enjoyed by the stores might at this climactic period broaden that title of feminine introduction into American life so that it graciously includes, for the time being, every woman making her "debut" into whatever form of national service.

Dramatization Is Imperative!

IN THE whole setup of this whole situation dramatization is needed to bring out best effects. Above all, there is need on our part of sharper dramatization of women at work in the war which ties in with all that increasing national publicity. For if we dramatize the women, we dramatize the clothes they wear, and so through the power of public contact we are in position to greatly increase the attractiveness and therefore effectiveness of our women's work to win the war.

So all these favorable factors of the factual and mental climates affecting the work clothes situation may be brought together through some common title reaching public ear and mind and eye; which shall remove their anonymity, and which shall dramatize and inspire these women at work, just as with the big groups attached to the Army and Navy.

So we might gloriously hail and hearten The Waves . . . The Waacs . . . The New Debs of the Duration, of American Destiny . . . triumvirate of American women moving proudly on with men toward the fulfilment and freedom of our Democracy.

She's the girl that makes the thing That drills the hole that holds the spring

"She's the girl that makes the thing
That drills the hole
That holds the spring
That drives the rod
That turns the knob
That works the thing-ummy-bob!"*

AND... You're the man that sells her suit[1]
That keeps her neat[2]
That makes her cute[3]
That garbs her right
From morn 'til night
That keeps her right-on-the job![4]

*Words and music from "The Thing-ummy-bob" reprinted by special permission of Robbins Music Corporation.

If It's Made of Cotton—Ask Southeastern
Southeastern Cottons, Inc.

1 Made of Southeastern's famous fabrics for work clothes.

2 Southeastern's Avondale denims and chambrays are sturdy, stay good-looking a long time.

3 Southeastern's new Dunbar, sports seersucker, faded blue denim, H P 2 and H P 19, nubbed suitings and 1700 N—all are smart and practical for slacks, overalls and coveralls.

4 Keep on *your job* by asking your resources of women's war-work clothes to use Southeastern's fabrics—famous for quality, serviceability and good looks.

SOUTHEASTERN COTTONS, INC.

58 WORTH STREET, NEW YORK CITY

BRANCH OFFICES: BALTIMORE • BOSTON • CHICAGO • DALLAS • PHILADELPHIA • SAN FRANCISCO • ST. LOUIS

To the Retailer; Will Work Clothes Mean More Sales, More Profits? If Not, Why Not?

Above, left:
IN THE MONTGOMERY WARD STORES: Work jacket and slacks set in shrinkage-controlled cotton gabardine twill, $3.98.

At left:
IN THE SEARS, ROEBUCK STORES: One-piece coverall in slim, fly-front style with safety and action features in shrinkage-controlled covert twill, $3.49.

Above:
IN THE J. C. PENNEY STORES: Mechanic suit, one-piece, two slash pockets in trousers, drop seat with adjustable belt, in shrinkage-controlled herringbone jean cloth, $3.98. Also made in long-sleeve version in denim, $3.98.

How is the retailer going to get women's work clothes business? That is the meat of the subject. Every retailer is on his own in this field. Because from every indication it is strictly a "local proposition."

If you want their business, not only in the actual work garment purchases but as a means of drawing traffic to your store, you have to use some vision, initiative, resourcefulness.

WOMEN'S WEAR DAILY is presenting this new merchandising field in brief terms but the brevity is based on an all-'round survey of what the plants want, what the women want, why the plants consider it important to know what the women want, what the manufacturers are doing, what some stores have done that points a way to the quantitative business that war industrial employment is bringing about. You have no precedents to guide you.

WOMEN'S WEAR DAILY bases this discussion on interviews with New York offices, local stores, merchandise managers and buyers. We only report what we hear. A good deal of what we hear from the big stores adds up to "you can't make money on work clothes."

Is Retailing Work Clothes Worth While

WHY NOT? There will be 3,500,000 in industrial employment at the end of this year, 6 million by the end of next year, Government statistics indicate. Six million is a lot of women. They are women from every walk of life that your store draws on. About the only major stipulation is that they be over 18 years of age, so far as the war industry plant employers are concerned.

What's Important About These Customers?

Right now, what's important is that millions of women who may be anything from housewives to college presidents are getting into active work.

They are earning more money than they have ever made before. Once they get to work in the atmosphere of a big industrial plant whose every energy is bent toward producing the maximum for the fight, the spirit of the enterprise permeates and to the personal satisfaction of earning money is added the public spirited satisfaction of being a useful war-producing citizen.

Pro's and Con's Cited In Merchandising

Contrary to fashion merchandise departments, women's work clothes implies an under-normal mark-up. What is markup? Some stores operate at a perennial loss, others make up to 6 per cent on capital investment. It is your own business. Markup is an individual store proposition depending upon the many factors that you, as the merchant on the spot, know about. There is nothing new in it. Traffic departments, non-profit service departments, loss-leader departments are as old in history as are retail stores. If you can see work clothes and the potentialities for your overall business coming from work clothes customers only as a detached departmental affair, in which figures dominate facts, stop reading here.

You are faced with keen competition from both chain and small retail stores. What's new about competition? Chain stores and specialty stores sell every bracket of fashion merchandise that you offer. How have you managed to meet their competition all these years on coats, suits, dresses and the like? These stores operate on the same relatively below-yours overhead in these fashion brackets as they do in work clothes.

Contrary to specialty shop and chain store methods, "our buyers have enough on their hands as it is." By what compulsion are you forced to turn over the work clothes merchandising proposition to an already-overworked buyer of housedresses, uniforms or basement sportswear?

Summing up, if work clothes for women mean only a day-to-day figure-producing sales category, if you do not care to plan for the business in other departments that work clothes customers may represent let the other merchant in your city use his wits and ingenuity to devise ways and means of cultivating the work clothes customer and her spending power. Let the manufacturer of work clothes take the business right out of your hands

When your New York buying office sends you a bulletin saying maybe there is something in this work clothes for women proposition, do you throw the bulletin into the waste basket?

Work clothes for women go far beyond being just a merchandise category. They represent essentials, the staple article departments that your store includes. Once the woman comes in for her work garment, the store is hers as far as you are capable of attracting her attention and inciting her desire for anything else you are selling.

At Behrman's store in Paterson, N. J., where the replacement garments for the women working in the Wright Aeronautical plants are sold on an individual transaction basis, the store finds that every woman who comes into the store is attracted to either a costume jewelry, glove, handbag or sweater-and skirt purchase while on the bent of her main errand, which is the work clothes replacement purchase.

Who Is Getting The Business Now?

Work clothes for women constitute a natural demand that is far ahead of the retailer's realization. Chain stores like Sears, Roebuck, Montgomery Ward and J. C. Penney are getting the business. Small specialty shops with a go-ahead executive are getting the business in Buffalo, Akron, Baltimore or any of many places where there are war industry plants. Mail order houses are getting the business. New York stores are not giving you the customary women's style promotion leadership, because New York is in an unfavorable geographical situation for war industry plants. And work clothes business is a matter of proximity of the store to the plant.

Work clothes manufacturers are doing business directly with the plants. Because they tried first the usual method of distribution to the consumer through the retail stores and they encountered an apathy, after the initial sample order, that stigmatized work clothes as a "don't sell" proposition. A few work garment types buried in among your housedresses, maids' uniforms or basement sportswear will die on the vine.

This is a big, new, vital field of merchandising. You cannot put a few garments into stock and expect the workers to beat a path to your door. You must approach the problem with a broad new vision. Create a special department, not only in floor space, but in selling methods. Appoint a buyer-seller who can contact the plants, work in collaboration with your contract department on big scale orders, present to the industrial safety engineers, commissary heads or personnel directors the best the market offers. Let them know you as a merchant know how to supply women customer needs, to meet their criticisms and satisfy their demands.

Ways and Means of Selling Work Clothes

Here are some of the recommendations from big retailers and chain store executives:

Set up a specific department, appropriately labeled and placed, for the work clothes customer attracted by your establishing yourself as the local "headquarters for women's work clothes equipment."

Place the department where good business judgment dictates As long as you are not offending the workers by implying that they belong only in the basement, accessibility is the main consideration.

Don't count on sitting back and waiting for the individual workers or the plant executive to find their way to your store. Put a capable person in charge of plant contacts, one who knows what the wholesale market has to offer, who knows what the individual plant's work occupations require. Aim at both volume and individual selling.

Display in your department every sensible article, accessories included, that the worker needs. Actual garments are well clarified.

Detroit's Vast Women's Work Army Wears Slacks of Own Choosing

Majority of Big War Plant Executives Aware of Importance of Work Clothes for Women but Disinclined, So Far, to Go Beyond Specifying Safety and Practicality in Apparel.

Detroit. — Detroit's multi-billion dollar war production program is making industrialists of this metropolitan area style conscious as never before. True, automotive industry's management executives have always been keen stylists in designing motor cars on an ever-changing basis but, this time, they have had to channel their best talents into the subject of working clothes for their women shop workers. And there is a vast army of these workers in Detroit.

Whether the women workers shall wear slacks, coveralls, or skirts and blouses is one of the trying problems that the war has dumped into the laps of industrial management in this area. While it isn't exactly a headache as yet, industrialists look askance at the prospect of an additional 75,000 to 100,000 women coming into the factories before 1943 as men workers are called into the armed services. Some 250,000 housewives and single women in the Detroit area have, in a recent U. S. survey, indicated their willingness to accept war industrial work in some form or another. Already thousands of women have gone into the war industries and are doing a good job in supplanting drafted and enlisted workers.

Coveralls Set New Style Standard.

Thus it is that the woman in slacks or coveralls has set a new style standard on the streets of Detroit and on the street cars and buses plying to and from the war production factories. With their identifying badges and lunch kits these women typify the patriotic spirit that pervades the feminine half of the city's population. The workers themselves have found a new freedom in dress requirements as experienced at their work that is also reflected in their street attire. They have turned to slacks, for all occasions, to a degree probably unsurpassed by any other major industrial area in the country.

In deference to the trend to slacks and blouses as women war production workers' preference some of the largest arms contracts holders of the city are wrestling with the problem of whether uniformity of style, color and material should be sought as identifying costumes or whether the feminine workers should be left to their own choice of raiment. Most of them incline toward the latter course with, however, some restrictions and a practical eye to safety, convenience, serviceability and all-around attractiveness. This viewpoint takes into consideration the women workers' propensities to thoughtfulness in choice of attire and desire for individuality.

Enthusiasm for Slacks.

A spokesman for Ford Motor Company made it clear to his interviewer that the company has no intention of putting its women workers in uniforms of any fixed style. The thousands employed at the huge Ford Willow Run bomber plant, near Ypsilanti, and another 1,600 employed at the Highland Park ordnance plant will be left free to select their own slack-blouse styles so long as they conform modesty and practicability. Company supervisors in the women's division have let it be known that proper undergarments that do not show through the outer fabric must be worn. Dark colors in blue, red and brown are favored in this respect. Garments for quick changes, no pockets to catch in machinery and no frills are suggested by company authorities. The Ford dress problem is being solved by the various plant employment offices where women work on the production lines. Ford women are particularly enthusiastic for slacks because of the savings permitted in stocking expense.

Color as Identification.

Briggs Manufacturing Co., one of Detroit's largest employers of women in the war plane field, a company official declared, has the matter of working dress for women under advisement. The company, it was explained, is inclined to favor either the slacks-blouse outfit or an attractive one-piece coverall. Where slacks are worn the supervisors are considering a recommendation that colorful dude-ranch style blouses be worn with slacks of one dark color, the color possibly being used to denote the department or plant in which the wearer is employed.

Dressing for Morale.

Chrysler Corp.'s various war production plants have no fixed policy as to women plant workers' apparel while on the job. It has been given weighty consideration, however, the company admits, with due deliberation on aspects of plant morale, a desire to have women workers express their own style preferences and to have such clothing conform to safety standards. The company is considering furnishing uniforms to be serviced in its own plants as to laundering and repairs.

Murray Corp. of America, former auto body builders, now turning out war plane parts and other instruments of war, a company executive said, stresses compliance with suggestions laid down by the Women's Bureau of the U. S. Department of Labor as to proper dress for women in industry. The company insists on slacks or coveralls for all women shop workers, of whom there are between 1,500 and 2,000 employed. At present, Murray women, buying their own outfits, are wearing outfits costing from $3 to $20. The company gives leeway of choice as to style to the individual workers.

All General Motors plants are handling their shop apparel regulations as the type of production demands. AC spark plug division, at Flint, Mich., is one of the corporation's largest employers of women shop workers.

Most of Detroit's women factory workers are wearing the lower-priced slacks suits or one-piece coveralls that can be purchased at any neighborhood department store. The big downtown stores have advertised extensively and created new departments to stimulate sales of such work garments, but with no outstanding success. Even the large branches of the mail order houses have not experienced any great boom in the work clothes field. Normal sales, commensurate with the city's extraordinarily large percentage of women factory workers, are reported by leading outlets.

Big Store Executive Lists Seven Basic Work Stock Types

In the appraisal of retail business in work clothes, these seven basic types are being considered by one very big retail store,

1.—COVERALL: One-piece. Embodying required safety features

2.—COVERALL: Two-piece. A basic style offering the latitude of fitting individual figure variations

3.—OVERALL: For plants where a lighter-weight fabric shirt may accompany the heavier-fabric trousered garment.

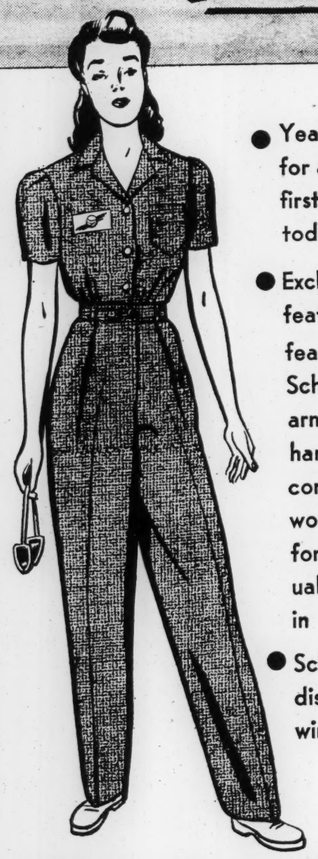
4.—SLACK AND SHIRT: Leading choice in statistics to date.

5.—SMOCKS: For the lighter work in industrial plants of many categories.

6.—CULOTTE DRESSES: Important as functional garments in work requiring comfort, efficiency of operation, yet not necessarily dictating the safety requirements of the covering-up safety garments.

7.—APRONS: Here is a category still to be thoroughly investigated, so far as producer and retailer are concerned. Aprons have functions beyond present ability to supply the demand.

SCHRANK
WORK CLOTHES
Are Quality Clothes



- Years of experience in the manufacture of practical apparel for active women in civilian life gives the Schrank work garment first place in the consideration of proper attire for women in today's war plants.
- Exclusive in Schrank clothes is the "Action Sleeve", a patented feature that permits complete freedom of arm action without fear of sleeves ripping or pulling out. Schrank Action Sleeves have no under-arm seam to bind or rip. Styled for hard, practical use with maximum comfort and effectiveness, Schrank work clothes have become a "must" for the woman in the factory. Individually-required safety features added in accordance with plant demands.
- Schrank style engineers will be glad to discuss your individual needs. Call, wire or telephone . . .

A PARTIAL LIST OF USERS

BELL AIRCRAFT
TAYLOR AIRCRAFT
PIPER AIRCRAFT
FLEETWINGS
STETSON SHOE
GRAUMMAN AIRCRAFT
VOUGHT-SIKORSKY
CURTISS-WRIGHT
KELLETT AUTOGIRO
REPUBLIC AIRCRAFT
ELWOOD ORDNANCE
TRIUMPH EXPLOSIVE
DuPONT
AMERICAN RED CROSS
GENERAL SHOE
NATIONAL PNEUMATIC
ROHM & HAAS
ST. LOUIS ORDNANCE
LORD MFG. CO.
WOODALL INDUSTRIES

. . . and many others of similar note.

Active Women Know and Wear Schrank *Quality Garments*

M·C·Schrank Co.

152 MADISON AVENUE, NEW YORK CITY

Plants: Bridgeton, N. J., and Pleasantville, N. J.

Shirley fashio

Shirley Fabric Classics—nationally famous for Sp
down to work. The woven-in, dyed-in, finished-in s
ted the field of Slacks, Skirts, Suits, Tailored Dre
rates, is taking its dominant place in the field of f
meeting exacting demands . . . . working early and l
retaining imbedded freshness . . . . and giving Wo
pick-up after hours.

At Work or Play these fabrics are doing a great jo
is the creed that no garment can be smarter or
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OPEN A SECOND FRONT!

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sses, and Sports Sepa-
eminine war effort....
ate without wilting....
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b because behind them
more durable than the

STRUTTER, SUMARA, SKIPPER, TAMPICO, LOVELANE, BINGO, MIMI

sturdy allies built to take it!

FOR WORK OR PLAY THEY GIVE SERVICE ALL THE WAY
Each Shirley Fabric Classic
has a part to play — quality woven
with a distinctive surface to inspire creativeness,
to stimulate interest, to build good will.

Shirley Fabrics Corp.

1400 BROADWAY, NEW YORK CITY

Functional . . Free-Action . . Well-Styled

1. A CONCEALED DROP SEAT, its buttons hidden in a side pocket to keep them clear of machinery, is a feature of the one-piece blue denim coverall at left. From Boris Smoler.
2. A JUNIOR SIZED COVERALL in red denim, with smart diagonal closing that is convertible to button close to the throat. Drop seat cut. Big pockets. A Nan Scott style from Mayflower Dress Co., Inc.

2.

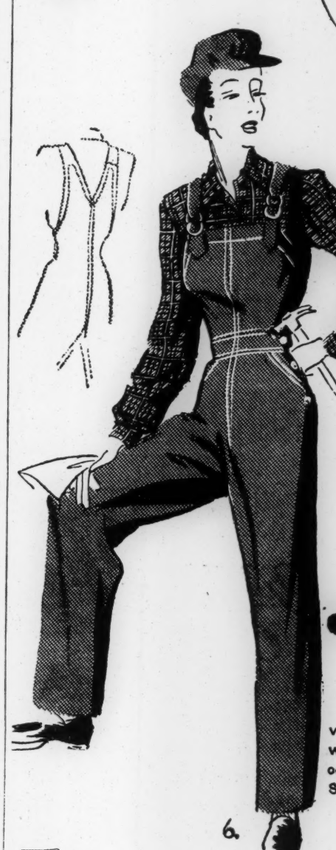
3. A YOKED SHOULDER outlined with red stitching repeated at cuffs and pockets is smart detail for a faded blue denim two-piece slacks suit. In junior as well as misses' sizes. From Manistie Garment Co.
4. WHERE FLEXIBILITY OF ACTION is a prime requisite this type of one-piece coverall has been found desirable. Features include seamed trouser creases, invisible drop seat, adjustable waistline. From M. C. Schrank Co.

3.

4.

5. JUMPER COVERALL in pin-checked navy-and-white shrinkage-controlled cotton, cited as a favorite type of suit with California aircraft workers. Separate shirts may be changed about for variety. From Premier Garment Co., Los Angeles.

5



6.

6. BLUE DENIM OVERALLS, very workmanlike, and worn with a bright red and green plaid cotton flannel shirt. From Rice-Stix.

THE

Women of America

are On the Job!

They are working for Victory . . . in factories, in civilian defense, in the services. All these activities require the right kind of clothes — clothes that call for smart, serviceable fabrics. We are proud of the part we are able to play in making such fabrics available to the women's wear trade.

COTTONS, RAYONS, MIXTURES
specially developed for women's work garments, for WAACS' and WAVES' uniforms, and other war-time work and duty.

CLARENCE S. BROWN & CO., INC.
BROWN CONVERTING COMPANY
40 Worth Street, New York

"Interchangeable" Working Fashions

Interchangeable, several-part costumes, and "separates" have the appeal of making the work clothes wardrobe more versatile. They make extra sales for the retailer, too.

1. A BUTTON-ON APRON combines with a blue denim one-piece coverall. Wide, non-binding sleeves, an action yoke blouse and concealed drop seats are other features of this suit. From the Donnelly Garment Co., Kansas City.

2, 3, 4. A QUARTET OF INTERCHANGEABLES in light blue denim with red stitching. Shirt and wrap skirt or jacket and skirt could be worn for street, the slacks switched on for work. From The Sterling Co.

5. EMBROIDERED BANDS in bright colors enliven a black sateen tie-back pinafore. 7. A MORE TAILORED black sateen apron with a skeleton back. Both from Wm. H. Dean Co.

6. For LABORATORY WORK, a slip-on smock of natural cotton gabardine. The belt is attached at center back only and buttons at front above a full skirt. From Wm. H. Dean Co.

S23.

Are YOU selling the million-and-a-half* young girls-at-work who take their fashion cues from

Glamour

The career girls' magazine

EVERY ISSUE is edited for the girl-with-a-job who *earns* and *spends* 52 paychecks a year.

EVERY ISSUE is geared to help smart stores to sell to *millions* in this big new *volume* market.

* 6.2 readers per copy

130 STORES are tying in with the September issue of Glamour ...working with Glamour's Career Girl Councillors... celebrating CAREER GIRL WEEK.

The Condé Nast Publications, Inc., 420 Lexington Ave., New York, N.Y.

A Department for Your New Customer

She Wants Professional Equipment for an Important Job

S 3

Here is a rough idea of a Women's Work Clothes Department. It can be large or small, according to the opportunity which exists for you to cultivate this new customer, this new business. It may be half the size and still very effective. It should make a point of service—in fitting rooms and in well informed salespeople, who know all the problems. It should, in its title, play up the idea of working for victory rather than a dull approach to the utility side of work clothes. It should feature the best looking tailored coverall and overall suits you can find in this section, on good looking window mannequins, and it should include all the accessories which the safety engineers recommend and which are not supplied by the plants.

It should, in its smaller displays, lead this customer to all your other departments where she must be tempted to buy her blouses, foundations, underwear, shoes, gloves, other accessories and notions, many of them essential to the work clothes success. A good work shirt, the pantie girdle, the slacks shield and smooth underwear you may want to show her in the VICTORY SHOP. On each departmental display, the floor where this merchandise can be purchased should be clearly lettered, as customers complain of wrong directions from the store's personnel.

(See poster on page 2 of this section.)

Wanted: "Complete Department" In Store, Says Lockheed Worker

"Stores Are Missing a Bet When They Don't Take Steps to Get the Women-in-War-Work Business" —Not Grease Monkeys

Burbank, Cal. — "Stores are missing a bet when they do not study the problems of the women in war work more carefully than most of them have to date," says a worker at Lockheed, a college graduate, incidentally. "Many of them are trying hard to get our business, so far as advertising and promotion are concerned, but that is as far as it goes. We read an advertisement which intrigues us to go to town (Los Angeles) and buy some clothes for work. When we get there we are shunted from department to department until we finally find what we are looking for in the corner of the fourth floor—or the second, or wherever—but only one item. If we buy jumper or separate slacks, we need blouses, so we have to go to any one of three floors to find what we need. The same is true of underwear, girdles, socks and caps.

"Our Time Is Short."

"Why doesn't some store realize that our time is short and, to us, precious? If someone would just instal a complete department with everything in it that the defense worker needs, and let us know about it, he would be well repaid."

Most of Us Are College Trained.

"And another thing," remarked a girl who had joined us during the conversation, "they should wake up to whom they are serving. You know, we are not 'grease monkeys' or the 'laboring class,' as some of the salespeople —and their executives — like to think. Most of us, here at Lockheed, at least, are college trained. Some of us are teachers, lots of us have degrees, all of us have to undergo high intelligence tests. We like to be treated that way. We like to have our wishes and needs considered—we are the buying public.

Business of the Future.

"Lots of stores do not realize that a great portion of their business is going to be done with us in the future and our numbers are growing daily. We like to be served intelligently and quickly and with what we need and want. We do not like to be treated as inferiors. We are in a great war work that has to be done, but we are fully aware of style, quality, workmanship and salesmanship and we appreciate them all. The fact that our work clothes are not very glamorous is just part of the job."

Frederick & Nelson Opens Work Clothes Department on the Apparel Floor

Seattle.—The "Victory Volunteer Shop," merchandising work clothing and uniforms for women, was recently opened on the apparel floor at Frederick & Nelson with Mrs. Margaret Puryear as buyer. Effective stock and display arrangement of this department is shown above. Price ranges on work clothes types selling here will be from $2.95 up, and uniforms will be priced to $45.

Manufacturers Forced to Deal With the Plants

CHICAGO.—Many war factories employing women would like to be relieved of distributing workers' uniforms through plant commissaries if they could find aggressive retail stores to take over the job for them. Correspondingly, numerous manufacturers of women's work clothing would prefer to distribute through normal retail channels. They have been forced, however, to deal directly with the war plants because stores have failed to recognize the potentialities of the work clothes field.

These are conclusions reached by several Chicago wash dress manufacturers who have been engaged for months in the production of women's work clothing, and are selling through retail stores as well as directly to plants.

Since the great majority of new plants, as well as established factories integrating women for the first time into jobs previously held by men, haven't too clear an idea of their work clothing needs, it is up to retailers to guide them. The retailer, it is claimed, should acquaint the plant superintendent or personnel director with what the market offers in work clothing. Then, based upon the requirements safety and otherwise of the particular factory, he should present the plant manager with a well-organized plan for supplying the women workers with their work clothing needs.

Too much emphasis cannot be placed on the idea of **selling types of garments that are already being made,** feel work clothing producers. With a national economy pledged to the elimination of waste, it is as extravagant to have hundreds of different designs in work clothing as in any other apparel field. His knowledge of resources should enable the retailer to offer the war plant that type of garment best suited to the particular operation. Once the retailer and plant superintendent have agreed upon the type of garment, the store can then come to the clothing producer with a well-formulated plan, and the entire process will be streamlined.

So far the original selling job has been done largely by the work clothing producer, even though subsequently the garments may be distributed through retail channels, say manufacturers. One producer, for example, "sold" a coverall to a group of Southern aeroplane plants, and then arranged to have the garment distributed through the local stores. The lethargy of retailers is forcing the clothing manufacturer into an abnormal role, feels this producer.

From a purely selfish standpoint, the clothing manufacturer is "building nothing" when he distributes his product through the plant commissary, point out several. At the same time, the retailer is passing up the chance to build current and future good will —to say nothing of sales volume—so long as he remains indifferent to this problem. The fact that many stores are successfully selling work clothing to women is evidence that more of them could, and should, do it, declare manufacturers.

Stores in Plant Areas Have Best Opportunity

For Plant Workers as Time-Saver Rathbun's Assembles All Types

North Hollywood Store Instals New Section on Main Floor—Cooperates With Industries to Get Correct Clothes

North Hollywood, Cal. — A defense workers' department is now being installed by Rathbun's Department Store here, as a result of suggestions by members of the personnel departments of Lockheed and Vega aircraft plants, according to Ted Rathbun, member of the firm. The firm has had a separate section for uniforms and slacks approved by the safety counsel of the airplane plants, but will now include everything for the worker. A very important feature is the cashing of checks at the store.

The new section will be on the main floor of the store, largest in North Hollywood, and will include underwear, blouses, socks and various other items such as caps or other head coverings. It was suggested by the personnel division that such a grouping of merchandise would be a great timesaver to the women workers, whose time is greatly limited when it comes to shopping.

Department Adjacent To Ready to Wear

Also important is the location of the department adjacent to the regular ready-to-wear section and flanking sportswear. This makes it possible for the workers to buy for their other needs at the same time, and also reminds them of the merchandise that is available should they not be buying at that particular time, Mr. Rathbun feels.

Reporting an increase of 75 to 80 per cent in business so far this year over the corresponding period last year, Mr. Rathbun explains that part of the increase is due to having enlarged and redecorated the store. However, a large part of it has come from the increased activity in the area, the population of which has increased approximately 30,000 since the last census.

Every effort has been made to cooperate with the defense industries in getting the right kind of work clothes for them. Conferences with personnel heads resulted in highlighting certain types which have proved most successful. Right now, says Mr. Rathbun, the favorite is a pin-checked navy and white cotton "Victorall," one-piece, sleeveless, with pockets in the side seams, flat front and trim appearance. This is worn with blouses, plain and printed rayons still favored, but cottons also selling to some extent. It is priced at $3.95, and two are very often purchased at once.

Long or Short Sleeves Available

Next in favor is the same fabric in a one-piece garment of similar cut with drop-seat, inset slash pockets and long or short sleeves, depending upon the work done. Separate slacks and matching jacket are also very important in this material, which is liked better than denims. The one-piece is $4.95, the two-piece $5.95.

Very well liked and expected to sell especially well for cooler weather is a dressier type slacks suit with semi-fitted jacket that may be worn in or out made of "aviation twill," a corded rayon mixture in RAF blue that retails for $8.95. Office workers who wear slacks are partial to this suit, it is noted. It comes with a cap and utility purse and belt to match, the latter trimmed with red felt and worn strapped around the waist. The cap has a removable visor and may be worn as a beret, and also has the important elastic back.

Many of the girls are tired of denims, Mr. Rathbun finds, and are willing to pay cleaning bills if they can get better looking slacks which sell at $10.95. They buy the blues, navy, brown and a few lighter brown. These are worn with separate blouses or with blouses and matching jackets, the latter also chiefly worn by office workers.

Window Space Given Work Apparel

This firm is devoting window space almost constantly to showing work apparel in attractive manner. The main appeal through advertising has been through the medium of the employes' own papers, which has been quite satisfactory. A local paper also has wide circulation through the entire San Fernando valley and has been effective as an advertising medium for all types of clothes for plant workers, this advertising not confined to work clothes.

In addition, the personnel department has on display several types of garments, supplied by the store, which have been approved by the safety counsel. Because there is a law in the State which says in effect that if a company requires the wearing of uniforms, it must supply them, the aircraft companies do not require the wearing of uniforms. They merely suggest that this is the type of garment they should wear in their particular departments and suggest that they get this or one similar, Mr. Rathbun explains. The aircraft plants are most cooperative in aiding the stores in providing the right kind of apparel.

Best selling sizes, he says, are 10 and 12, with a jump from there to 20 and 40, and a few as high as 42.

Long Beach, Cal., Merchants Reap Benefits of Work Clothes Business

Long Beach, Cal. — Decidedly work clothes conscious are the merchants in this city, right in the heart of the airplane and shipbuilding area, and reaping very good benefits from a tremendously increased population over the past few months. Every effort has been made to cooperate with the factories in providing the kind of clothes that are most practical and comply with safety regulations. As in other defense areas in the State, it is impossible for the management to require uniforms because of the State law, unless they provide them. However, they make recommendations and the stores stock according to their suggestions.

A survey of such stores as Buffum's, Walker's, Sears, Roebuck, The Famous and other important establishments indicates a very active business in this type of merchandise. Stores all have special sections for work clothes, but the majority do not include other apparel worn by the women workers, such as underwear, socks and the like. Some are planning now to instal such sections, but none were found to have so far.

Walker's Plan Plant Representatives

Walker's are doing a particularly good job and have since the first of the year. One of their ideas which has been effective is the use of what would be called "campus representatives," if it were college clothes they were selling. When a number of their employes informed them that they were leaving to go to work in the defense plants, someone got the idea of providing them with the right kind of clothes and having them act as their representatives at the plants. It has worked very well, executives say.

Buffum's Promotes Uniforms at $8.95

Buffum's are also selling a great many work clothes and recently joined with Walker's in the promotion of a uniform at $8.95, which has been very successful. This is of three-ply Macomba cloth and was approved by the Douglas officials as complying with safety regulations. The suit has a fitted overblouse that may be tucked in and long or short sleeves, narrow, slim slacks, a cap with a removable visor and a utility purse and belt lined in red felt. Shown in aviation blue, the suit has inset pockets and ample room for motion. This item has been advertised in the Aircraft Times and other publications directed to the workers.

Buffum's handle women's work clothes in the sportswear and the budget departments, finding separate slacks in washable types very good, also spun rayons, denims and various rayon mixtures. A sleeveless model in one-piece styling is active, also a one-piece with drop seat feature.

The Right Appeal Important

This store feels that many have made the mistake of making the wrong appeal to these women in industry and noted that Buffum's have made an effort to meet them as the educated and intelligent people most of them are. They have opened many accounts for them and have tried to avoid offering too staple and uninteresting merchandise. Buying is much more sane than in the last war, they note, with women very conscious of quality and the service value of what they buy.

Approved Garments Shown In Victory Bar

Walkers' have a Victory Uniform Bar where all of the approved garments are shown, along with some very nice slacks that sell around $10.95 and $16.95, and are well accepted by the office worker both in the shipyards and the airplane plants, the store reports. Brown, victory blue, navy and hot chocolate are the favored shades. Everything is easily accessible and the store makes a point of waiting upon the customers as quickly as possible, realizing that their shopping time is often short. Plans are now under way for a fashion show of all types of clothes for the defense worker's wardrobe. The guests will be asked to register and thus give the store a mailing list for special types of mailing pieces.

Evelyn
VICTORY CLOTHING
THE COMPLETE LINE OF WORK AND PLAY DENIMS

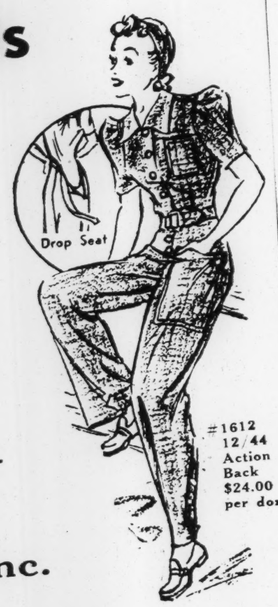
Designed EXPRESSLY FOR WOMEN IN DEFENSE INDUSTRIES

● Thirteen years' experience in styling fine sportswear enables Evelyn to produce a complete line of Denims that meet every test of style, design and utility. The Evelyn line of Victory Clothing is a complete Women's Work Clothing Dept. for your store.

Get the facts! Make your plans! This is going to be your volume and profit department for the duration. Write or wire us today!

HALFF Manufacturing Company
345 E. COMMERCE ST.
SAN ANTONIO, TEXAS

Duti-Duds
"CAN TAKE THE SUDS"
★
INDUSTRIAL SUITS
UNIFORM DRESSES
for
WOMEN AT WORK
made of
STRONG DURABLE
SANFORIZED SHRUNK
GUARANTEED FABRIC
$13.50 to $30 per Doz.
Write for samples
Manufactured by
Duti-Duds, Inc.
Lynchburg, Va.
N. Y. SHOWROOM 212, 1350 BROADWAY



#1612
12/44
Action Back
$24.00 per doz.

Who's Gonna Defend the Wimmen in Defense?

No, this is not a new song title.

It's a serious question. Addressed to producers and sellers of special garments for the women now in defense jobs. You've already seen pictures and news reports of the men's work now being done by these girls. But there's more of 'em in it than you ever imagined!

Listen: A U. S. Government survey of 3,000 manufacturers engaged in defense work showed that 70 per cent could or do now employ women workers! The average proportion of women NOW working in defense plants is about 30 per cent—and rising weekly. And as far back as last May, 23,250 women were working for defense in 147 plants in Detroit! That's no small market in itself, hey? Brother, there's plenty of profit in that one alone!

Style "Musts."

What are the "must" requirements of these garments? Simplicity of Design . . . Washability . . . Practicability . . . Serviceability. No excess fulness to catch in machinery, yet full freedom of action. Slacks and coveralls must fit ankle-snug. Fabrics must be sturdy and non-transparent—yet not too heavy. And because these new garments need lots of laundering, fabrics must be non-shrinking!

No binding . . . Nothing to hinder work. Women in defense must be defended from these bugaboos!

* * *

Almost a year ago Sanforized made the above comment under the above caption in an advertisement in WOMEN'S WEAR DAILY on Oct. 2 of last year. Their warnings, their predictions and their suggested "requirements" have all come true.

WORK CLOTHES FOR WOMEN
★
Correctly Styled ● Well Cut
12-20 38-44
POPULAR PRICES
★
★ SLACKS ★ OVERALLS
★ COVERALLS ★ SHIRTS
★ JACKETS ★ CULOTTES
In Sanforized Denims
Navy or Faded Blue
IMMEDIATE DELIVERIES
STRATHMORE SPORTSWEAR
INC.
1350 Broadway, New York

"FULVUE"
SKIRT-SLACK
RACKS

SAVE SPACE! BOOST SALES!
3 feet long. Holds 72 skirts or slacks, or both. Neatly. Smartly. Heavy chrome finish. Top revolves without loosening or weakening construction.
Tell us your hanger needs.
Patented Plastic and "Fairy" Hangers
THE All-Styles Hanger Co. INC.
512 SEVENTH AVENUE, NEW YORK

Specialized Effort by Big City Shops

Business in Women's Work Clothes Steadily Growing in Seattle

Seattle. — As shops here go into their second season of selling work clothing for women the hit and miss handling of this business heads into more specialized effort on the part of store managements. During the summer months the business has been steadily growing until best selling numbers are handled in hundreds of dozens and stores designate the business as having real possibilities for the future although to date it has been done on too close a markup to be generally satisfactory.

Until Aug. 22 no local store has given individual space to work clothing for women, but handled it in sportswear, wash dress and coat and suit departments, the latter specializing in wool uniforms. Alterations departments have also handled special order business in uniforms of this type.

On the above date Frederick & Nelson opened a special shop, the "Victory Volunteer Shop," for the exclusive handling of work clothing for women. It occupies approximately 30x40 feet on the apparel floor, bordering the sportswear and wash dress sections. Mrs. Margaret Puryear, formerly a manufacturer's agent, has been appointed buyer for the new shop. Prices on separate denim slacks begin at $2.95 and denim suits at $3.95 and the stock includes wool uniforms priced to $45. Checked denim jumpers at $3.95 and matched caps with visors priced at $1.50 are fast selling items. A cotton and rayon gabardine twill slacks suit at $7.95 adopted by airplane factory office workers is another active item. Navy denim coveralls and jumpers are taking the place of the popular faced blue of the summer months. Ties at $1 and $1.50 are stocked.

Faded Blue Coverall Best Seller

The Bon Marche has been doing a good job on this merchandise in the sportswear section, where a faded blue coverall with fly front trouser and button top at $4.50 is a best seller. A similar garment in jumper style at $3.50 and white broadcloth shirt at $1.95 and a navy rayon (whipped cloth) suit in navy for clerical workers in defense plants at $8.95 are other active items. Two big oil companies have adopted the blue denim coveralls for their women employes through the efforts of this store. To date, approved, but not required uniforms are the rule in defense plants.

Rhodes Department Store finds the faded denim coverall suits priced at $4.50 giving way to heavier fabrics for fall and winter and a two-piece mercerized cotton twill in Army tan at $8.95 is an active seller. The spun rayon cloth slacks suit in all the colors at $8.95 is a big item here for defense workers.

Best Volume In Sizes 16 to 18

While the best volume of business in work clothing is done in sizes 16 and 18, sizes up to 40 and 42 are carried, and buyers emphasize the importance of stocking the larger sizes. The Bon Marche buyer reports that ample proportions in fit, to accommodate the unusual activity of factory workers is an important factor in styling and reports also that women buying this type of merchandise have little time to shop and want quality garments that will wear well in proper proportions that will not cramp or cause seam tears.

The importance of proper shoe stocks for this business is emphasized in all of the stores, and Frederick's have stocked full size ranges in eight styles of oxfords from six makers. There is no interest in collecting other items of apparel, such as lingerie or gloves, in the specialized shops or departments where garments are sold, but it is important, stores believe, to have the right merchandise for this use in the regular departments.

Some advertising, but little display has been accorded women's work clothing to date, but stores generally look to further development of this type of business and added attention to its promotion.

Emery, Bird, Thayer to Open First Kansas City Work Clothes Section

Kansas City, Mo.—The center of the sportswear department at Emery, Bird, Thayer D. G. Co. soon will be occupied by a women's work clothes section which is believed to be going to be the first in town. The section will consist of regular stock cases, with a counter running all the way around. There will be display figures showing the most popular types of new women's work clothes.

Miss Charlotte Frey, buyer of sportswear and women's work clothes, explains that the new section is the result of a trial and error procedure during which many types of women's work clothes, play clothes and kindred merchandise were tried out, not always with success.

Sturdy Quality Wanted Above "Feminine" Touch

For instance: Some designers claim that the women's work clothes must retain the "feminine touch." Miss Frey says conversation with the girls from the bomber plant, the ordnance plant and various other war production plants have revealed that these girls no longer believe that the "feminine touch" is important.

In the past, various types of work clothes for women had been offered in this department. Some were too expensive, others had too much gingerbread. From now, this buyer says, there will be a type of work clothes offered that can stand the gaff in the shops, that can be laundered well, that are sturdy, yet trim and good-looking. These clothes must be plain; they should not have trousers buttoned at the ankles which gives a "bloomer" effect. Price is not too important but work clothes should be in the popular price class. Miss Frey believes that the $4 bracket would be right.

The sportswear department, Miss Frey believes, is the proper place for "work clothes' headquarters," for the same type of customer buys both. There is no great need for training the sales personnel as long as the work clothes are displayed properly and openly. In addition to the display in and about the work clothes section, other displays will be featured at the uniform department. Advertising which will be used generously will also stress the adaptability of these clothes for play and leisure time activities. From this angle, too, the tie-up with the sportswear department is to be helpful, Miss Frey believes.

The work clothes that are to be featured are made of jean, denims and herringbone twills, all sturdy cotton fabrics that launder well and will stand up under abuse. Some of these clothes already are introduced to and used by the women workers in various large plants.

The plants' activities in procuring garments for their women workers and selling them to them without a profit is blamed by Miss Frey as one of the principal stumbling blocks of successful merchandising of women's work clothes. She says these women workers are now making enough money to be able to buy in a legitimate store and pay a retail price.

Miss Frey believes, therefore, that principally the small plants where no commissary is maintained would be the prospects for the women's work clothes department in a retail store. Nor does she believe that it would pay a retailer to try to do business with the plants or through the plants. Advertising should be done through the papers only and through frequent window displays.

Miss Frey says in the past it has been found that most women buy two garments to start with, so that they can have one in the laundry while they wear the other. This, she says, will be the basis for the sales plan in the new section. Personnel will be instructed to try to sell the garment in pairs.

The garments which will be featured henceforth in this department are of one-piece construction.

Stores are as yet not quite sure what accessories, what underwear women prefer to wear with work clothes. So far no trend seems to have developed as yet. This buyer believes that when stores glean more experience they will be in a better position to promote the proper accessories, underwear and shoes, and find the most successful tieups.

FOR THE WAR WORKERS' HOME WORK

PRETTY PINAFORES

That Will Make Pretty Profits for You

Designed by Gingham Girl

Today's servant-less women who have to do their own housework want also to look smart while they're busy. So they — and all other style-minded women at work — are big customers for Gingham Girl pinafores and aprons. The wise buyer will have a bigger assortment this season and feature them more prominently. From $8.50 doz. to $22.50 doz.

#716—Denim type cotton in blue. Peasant embroidery and rick rack trim. $15.75 doz.

#708—Flower garden print on white ground poplin in rose and blue. Two-tone binding trim. $13.50 doz.

Levin & Co. 1350 BROADWAY NEW YORK CITY

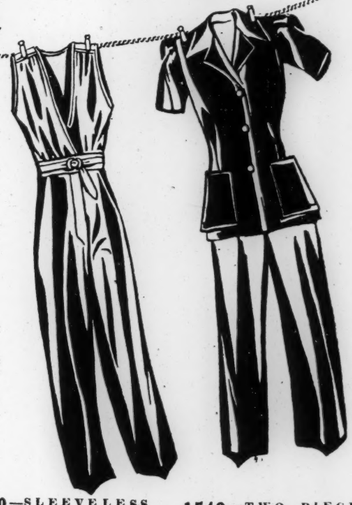
The Wash Line that makes for Victory

ORIGINALS BY Susan Blake

WORK CLOTHES PRACTICAL YET *Feminine*

for workers who want wearable clothes made to fit properly — and wash well. Priced to meet the popular demand.

See the Susan Blake Wash Line — and Sports Line — You'll like them and you'll buy them.



427—HEAVY SANFORIZED TWILL, features a buttonless drop seat (doing away with the inconvenience of buttons) adjustable waistline and pockets built to hold both flat and bulky items. Sizes 12 to 20—9 to 17. Colors: Navy and Brown, $36.00 a doz.

411—ONE PIECE COVERALL of Sanforized Gabardine with concealed drop seat, short sleeves and adjustable waistline. Sizes 12 to 20—9 to 17. Colors: Navy and Brown, $30.00 a doz.

410—SLEEVELESS COVERALL of Sanforized Gabardine with button fly front, 2 pockets and adjustable waistline. Sizes 12 to 20—9 to 17. Colors: Navy and Brown, $24.00 a doz.

1549—TWO PIECE WORK SUIT of heavy Sanforized Twill, cut and styled for work. Two large patch pockets on jacket, one on trousers. Sizes 12 to 20—9 to 17. Colors: Navy and Brown, $30.00 a doz. Sizes 38 to 44, $36.00 doz. 46 to 52, $40.00 doz.

Terms 8/10 E.O.M. Delivery 10 Days

ART-MOR TOGS 142 WEST 36 STREET NEW YORK CITY

"THE BLOUSE HOUSE"
presents
a Joyce Dilley creation
BLOUSES
for
"WOMEN
at
WORK"
in
SPUNS, PLAIDS,
GABARDINES
in
LONG and SHORT
SLEEVES
in
PASTELS & DARK
SHADES
Sizes 32 to 38; 40 to 46
$1.29 retailer
BERNICE
BLOUSE CO., INC.
1350 Broadway
New York City

Work Clothes Are Only the Half of It—

Sell This New Customer

Her Entire Wardrobe

Play Up Fashion in Work Shirts

Color—Novelty Fabric—Detail

She Wants to Go Feminine After Work

AFTER they have worked hard, they want to play hard. They want to look just as glamorous and feminine after work hours as they look sensible and efficient while they are on the job.

Here's the theory back of promoting exciting "date" and "furlough" dresses for the thousands of girls throughout the country who have gone into new defense jobs. They want clothes that will make them feel and look the very opposite of the workmanlike togs that are right to wear on the shift. What are you going to sell them? First, you're going to play up the best price point for girls working in your community and then you are going to dramatize specific appeals.

Glitter Dresses.

Really dressy date dresses. Black with glitter is first of all the obvious and most popular formula, worked out in one-piece pegtop silhouettes and in young short jacket suits. Butterflies, bows, sparkling jeweled buttons and belts . . . all the conversation pieces in this dressy crepe stock. Contrast color and contrast blacks both deserve a spotlight. This means jewel-bright and pastel-pale yokes, midriffs, sleeves against black crepes. It means the youngest, cutest velvet and satin midriff styles you can line up.

Flattery in Color.

There's a theory that color does the most for the girl in a date dress. Play up to it in a good selection of purples, cyclamen, China green, royal blue. Don't be afraid of the really draped styles, as the harem drape with its caught-up side loops and narrow hemline. Try-outs have been excellent on this.

For Gala Dates.

What you do on long dinner dresses depends entirely upon dressing habits in your city. Go after it, if there's a business there. Show them, as well as the tight-bodice and L-85 bouffant velveteen-taffeta combinations some of the new siren dinner gowns. The rounded outlines of pegtop are their best versions, doing the most for the girl of all new fall silhouettes. Contrast colors as purple-cyclamen in an arresting side-button is another "natural" in dinner dress features for this defense-girl business.

She Wants a Warm And Practical Coat

JUST as surely as your war worker needs special clothes to work in, suitable for her particular job, so does she need a coat that is practical for her working day. First of all, your war work customer goes to work early when the winter mornings are still dark and cold; she usually rides in a bus; she most generally wears her slacks to and from work. What does this mean in the way of a coat?

First of all it means warmth and practicality; secondly, it means casual smartness, because even the factory worker insists on this.

What does the market offer for such specialized customers and what should the store feature? The coat silhouette that looks best with slacks is the most important and the fabric that offers warmth is next. This means that the classic boys' coat or balmacan or the classic belted wrap-around styles are the most suitable. Herringbone tweed or fleece are the best bets and the coat that features a price tag of not more than $29.50 will win the most purchasers.

Teddy Bears—Good Bets.

The new teddy bear fabric coats also have a good chance—they are durable, warm and water resistant—and they are trimmed with color for a gay touch.

The coat with button-in lining is a good bet because it has year 'round wearing possibilities.

Don't overlook the opportunities for selling every worker a good reversible raincoat plus a regular coat because traveling to and from the plants in all kinds of weather calls for adequate protection against rain and storms.

Tweeds and Fleeces Sell.

This comment from a Seattle, Wash., buyer is interesting because this city is full of factory workers: With colder weather the subject of topcoats for wear with work clothing and semi-uniforms, those of the Civilian Defense units, etc., is one of interest to buyers in these departments. Miss Eve Gullberg, buyer for Rhodes Department Store, reports casual tweed and fleece coats selling from $25 to $35 and the reversible tweed and gabardine topper priced from $12.95 to $25, look like good bets on the basis of early action.

A Fur Coat Is Her Biggest Investment

The fur coat which this new younger customer will wear every day to and from her factory job and for dress-up "date" wear in the evenings, is also the biggest investment of her wardrobe. Furs that should be promoted especially for her shouuld be chosen with an eye for durability, double-duty purpose, and from the fashion angle.

The three-quarter length coat—32 inches and 36 inches—rates tops from the fashion angle as it provides the most balanced silhouette for wear over work slacks, coveralls, and doubles beautifully for evening wear. The fitted coat—particularly in such durable practical furs as sable-dyed muskrat—which is becoming increasingly important in junior sizes, will provide extra warmth in colder climates. For volume demand the easy-going swagger coat with big comfortable armholes, a deep collar and cuffs will prove a best-seller for coats of almost any fur.

Young Tailored Coats.

Youthful tailored styles—such as the notched collar coat in either double or single breasted style—are good promotional styles. Trench coats that can be worn to work with their fulness belted in, and later in loose swagger style have lots of appeal.

Buyers will play up the light-colored furs, that will appeal particularly to this type of young customers who may want something newer looking than the dark brown dyes. The natural, patriotic (because it requires no dyes) muskrat, the camel-tan dyed lapin (less serviceable, less expensive), and the honey-blond dyes on muskrat are the "new" furs in this blond group. South American

Continued on Page 25—Section 2

Sketched above—

At top—This sturdy white cotton broadcloth shirtwaist blouse turns a cute fashion detail to practical use. Military shoulder epaulets will hold the straps of overalls in place. From Susquehanna Waist Co.

Center — The men's wear glen plaid pattern of this shirt will give a trim businesslike effect when worn with denim skirt or slacks. Made of cotton-and-rayon mixture by Bernice Blouse Co., Inc.

Directly above — This tailored shirt has a closed breast pocket. It is made of rayon faille fabric, with shrinkage control, in many soft colors. Markay Waist House features it.

COVERALLS • SLACKS • CULOTTES
"Women at Work"
DENIMS AND TWILLS
Build your complete work clothes department with this varied group of "proven utility" work apparel.
SLACKS, OVERALLS, SHIRTS, CULOTTES, SLACK-SETS and PINAFORES in Sanforized, sturdy denims, poplins and twills. Made "to take it and come back for more."
IMMEDIATE DELIVERY!
Write for samples or contact your New York office.
7335 — One piece Sanforized COVERALL in faded blue denim. Fly front, safety ankles. Drop seat. Long or short sleeves. To sell for $3.98.
7335
SLACKSETS • OVERALLS
ROBT. L. SCHWARTZ & BRO., INC.
1350 Broadway, New York City

Work Clothes to Keep 'Em Stylish
#3804 — Work Slacks. Trim as a uniform with trench-type utility pockets, slender-izing fitted waist. 12-20, $13.50 doz. 38-44, $15.00 doz.
#3315 — Work shirts. Extra long, in-or-outer. 12-20, $12.00 doz. 38-44, $13.50 doz.
#3356—One-Piece Coverall. Utility features include divided bodice pocket with pencil-pen compartment, adjustable ankle tabs, roomy work pockets. 12-20, $23.50 doz. 38-44, $30 doz.
All made of service-weight drill in navy and brown . . . and rugged Sanforized denim in faded blue and luggage. Handsome form-fitting, bodice-top overall (#3307, 12-20, $15.75; 38-44, $16.50) and many others not sketched. See this brimming-with-value line at our showrooms or, if you prefer to have a representative call —just write or telephone now.
PRINCESS TOGS, INC.
19 West 21st St., New York
GRamercy 7-7061

Women at Work—The Lighter Side

The classic dress for office work or not too strenuous work in factories is recommended in dark or misty colors. The model is in rayon gabardine with bright color for the lizard grain leather belt. McArthur, Ltd.

The denim pinafore is also going into certain factories, girls who do not like slacks choosing it. This model is flat across front of the skirt which has modified dirndl fulness. It buttons down the back. Robert L. Schwartz & Bro., Inc.

All wool fleece is stressed for the double-breasted box jacket in navy with plaid cotton lining to wear over slacks or dress on the way to work. Lee Sportswear Co.

The Woman at Work Likes Sports Clothes

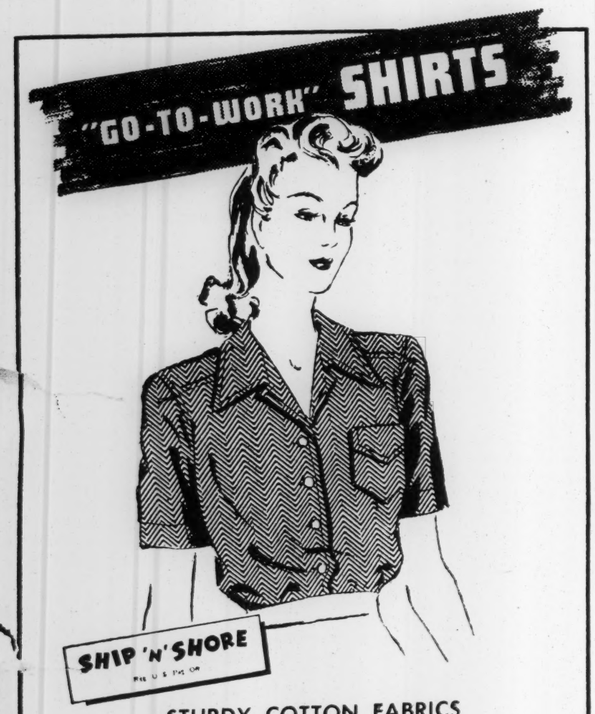
PLANT workers are partial to the most casual sports types, as evidenced by the fact that many stores are noting a great many industrial workers doing their shopping in the college shop. Like the college girls they are most interested in simply tailored sports suits and are inclined to choose better grades. They are buying classic sports coats, too, and particularly favor the reversible as being a good all-weather coat that can take it. The cotton gabardine popular priced raincoat is another bad weather type, and is especially good for workers in southern plants.

While the simply tailored washable blouse to match the overall or contrast with it is most important, and while loosely knit sweaters are discouraged as too likely to catch in machinery, the fine gauge sweater is a noteworthy feature. Workers have liked the lisle classic sweater or shirt this summer because they could rinse it out over night and not have the bother of ironing it. They are in dark colors with long sleeves for fall. Snug fitting wool sweaters might well be sold workers for factories during the cold weather, these sweaters to be worn under their coveralls.

Short Coats for Cyclists.

Since so many workers are riding bicycles to work, they need warm short coats which won't get in the way. Wind-resistant ski jackets, especially the wool snow cloth type with wind-resistant cotton gabardine lining are good for this purpose. Ski caps with ear protection and warm mittens are also practical and for coldest days, wool and rayon knit skiing long drawers under their denims.

For those workers who do not have to wear trouser costumes, stores might well promote simple classic sports dresses or jumper dresses in neutral or dark tones. One house suggests misty colors that are conservative and don't show dirt. There is also the plant worker to be considered who does not have to dress in the sturdiest uniform trouser costume but who likes slacks. Sports departments should be prepared to sell her these in similar neutral or dark colors in wool or rayons. Some workers will want skirt and shirt with slacks to match so that they can change into slacks when they get to work.



STURDY COTTON FABRICS
Sanforized Shrunk*
FOR PERMANENT FIT

Illustrated No. 808 . $1.29 retail
Light blue, Dark blue, Wine, Green
Sizes 32 to 40 . Many other styles

SUSQUEHANNA WAIST COMPANY
1350 BROADWAY • NEW YORK

*maximum shrinkage 1%

Continued from Page 24—Section 2

spotted cat, the long-haired wolf, natural American opossum.

Skunk, skunk-dyed opossum, blended let-out raccoon, are hardy furs developed into coat styles for double-duty wear.

She Will Buy Young Accessories

ASIDE from "regular" accessories, such as any young woman earning money will buy, there are a number of types of youthful accessories which stores may well promote definitely for the war factory worker. The experience of one shop selling uniforms to workers of a particular plant, reporting invariably when the girl comes to buy the uniform she buys some sort of leather accessory, is only one instance of how profitable accessories may be made with this clientele.

Her work shoes must be solid and practical, so to go with her date dresses practically every feminine industrial worker wants a pair of pumps, and pretty ones, in sharp contrast to the practical, safe, comfortable shoes she must wear during her long working hours.

The revival of the shoulder strap bag as a fashion suggests one idea to feature. So many women photographed in uniforms, almost invariably with an over the shoulder bag, have given great impetus to this fashion; young women are wearing their bags this way even when not designed as such. The new way to show them is with the strap diagonally posed, from right shoulder Sam Browne fashion to left hip. Smooth leathers, lined or unlined (new and rugged and inexpensive) grain leathers like the crushed kids, gabardine types of fabrics in strong colors bound in leather . . . these are appropriate materials.

Warm Mitts, Thick Scarfs.

All the accessories approved by college girls with their outdoor life, are good for these other young girls making a new life. Warm mittens, novelties or classic knits or bunny types are good for girls who travel back and forth to work at all hours and all seasons, with transportation crowded and waits for buses on chilly corners.

Korday FOR DENIMS

WOMEN AT WORK

More and more women every day are helping to take up the burden of defense — in war and civilian industries. They want clothes that can take it — that will assure comfort, freedom of movement, and exceptional durability.

•SANFORIZED•
REG U S PAT OFF
DENIMS

SLACKS • SHIRTS
JACKETS • SKIRTS
COVERALLS • OVERALLS
SOLID COLORS
SIZES 12 to 20 — Also 38 to 44

KORDAY DENIMS are sturdy garments — excellent of fabric and unsurpassable in tailoring
— they are truly Victory Clothes

IMMEDIATE DELIVERY

Korday Sportswear, Inc.
991 SIXTH AVENUE • N. Y. C. • PEnn. 6-4911

Chains and Specialty Shops Share Baltimore's Work Clothes Sales

With Workers in This City Expected to Reach 25,000 Mark, Fertile Field Lies Ahead for Retail Possibilities—Plants Prefer Stores to Sell Work Clothes

Baltimore. — Although no definite statistics are available for this little arsenal of democracy, sportswear manufacturers who have converted part of their production to women's defense type garments claim that a very conservative estimate of Baltimore's feminine defense workers would be way past the 25,000 mark and would possibly soon reach double that figure.

The method of providing the proper clothing for this entirely new activity for women—supposedly a question to be solved by retailing, through manufacturing cooperation — has been, for this really important defense city, one of the most haphazard operations imaginable, to date.

The result to date has been that workers have turned to the outlying chain stores for the most part for the purchase of these garments. In this way, Sears and Montgomery Ward had a jump on the department stores, in that although they did very little promotional work in this direction, taking the same tack as the department stores, they already had the reputation and seemed the logical source.

Now, with both the chain stores and the department stores finding an increased demand for women's work clothes, especially in the past few weeks, plans are extant for enlarging these departments, come the fall.

Specialty Shop Sells to Workers by Telephone

The one outstanding example in the city of really aggressive action on the women's work clothes front is Schleisner Co., an exclusive specialty store that ordinarily couldn't be farther removed from the realm of such garments. Nonetheless, this store, in competitive bids, did procure an arrangement with Glenn L. Martin for putting its workers into a regulation garment. Although this garment was not made compulsory at Martin's, many of the workers choose to wear it, to the extent of sales for thousands.

The story of the "Martinall," women's defense work garment at Schleisner Co. was published in WOMEN'S WEAR DAILY at the time of the arrangement with Glenn L. Martin. Since that time, the store has procured contracts with other plants on the sale of this garment, so that it is now being manufactured under the name of "Victor-All." The garments are sold at the store, in the Downstairs Fashion Bowl, and were first promoted by the store at Martin's plant by means of a printed brochure for the workers, at which time a special telephone force was put on at the store for the convenience of those workers wishing to order by telephone.

Sears Opens New Work Clothes Section on Main Floor

For the chain store operation, Sears, Roebuck recently opened a new work clothes department for women on the street floor, immediately adjacent to the men's work clothes department. According to G. S. Wise, general manager of Sears here, the store had had such a successful operation in the past months with just one defense garment—a navy coverall at $3.49, that the move was though expedient.

According to Mr. Wise, the belief is that the Baltimore store sold more of this garment than other of the Sears' units in the country, and it was sold as an item in the sportswear department, with only a ledge display, and only two small ads for promotional activity. Now the new Sears, Roebuck women's work clothes department on the street floor is equipped with 12 tables and stocks five different garments.

These garments are all in a Sanforized blue covert twill, and come in two different coveralls at $3.49, a slacks at $1.98, and two different jackets at $1.98. They are all made according to the same specifications, but give the wearer a choice of style, the difference in the jackets being, for example, that one is a tuck-in, the other an in-or-outer model.

Some of the specifications are convertible necklines, concealed buttons, fly front closings, full action backs, no-sag drop seat, adjustable ankle tabs, divided pockets for tools. Some of the safety specifications, besides the ankle tab mentioned, are no outside pockets below the waist, no loose belts or belt loops, no trouser pleats. The garments come in sizes 12 to 20 and 38 to 44, throughout the series.

Expansion of Accessories Items Deemed Important

According to Mr. Wise, the work clothes department is slated for future expansion, with the addition of new accessories from time to time, as the need arises. Such accessories now include six or seven different types of work gloves, larger size work handkerchiefs, and hosiery. With the coming heating problem, and the fact that some workers may be working out of doors, Mr. Wise is even considering stocking long underwear for the winter.

Buyer for the new women's work clothes department at Sears is Miss Davis, supervisor for apparel at the store. Mr. Wise said that from his experience, the defense plant would rather see such complete entities within the stores for their workers, rather than have to be bothered with supplying them at the plant. This would seem to shatter the theory of many department store buyers here that they can't "do a job" with defense work clothes because the plants arrange to sell them to the workers.

Montgomery Ward Sells Work Clothes in Sports Dept.

The other chain store operation in Baltimore, Montgomery-Ward, still expects to continue its successful work clothes for women operation within the sportswear department, under the direction of Miss Price, sportswear buyer. This store has sold mostly a dungaree type slacks in blue denim or regular overall cloth, at $1.98. Miss Price reports that to go with these the department has sold a countless number of plain white cotton blouses at $1.98. Now, however, the store is stocking an overall type jacket, also $1.98, for cooler weather. A runner-up in popularity for the summer's selling has been a short-sleeve middy collared coverall in blue denim at $2.98.

A new item that Miss Price expects to stock soon is a khaki shirt and slacks for air raid wardens.

The Hub Has Everything From Nurses' Caps to Uniforms

As noted in WOMEN'S WEAR DAILY some months ago, the most compact and complete store department for women in war work here is at the Hub, under the direction of Stewart Blattner, the wash frock buyer. This department, though small in area, carries everything from such a small item as a nurse's cap to the regulation OCD uniform, with a number of work clothes garments in-between, within the one department as well as accompanying outer accessories.

Although, along with the rest of the Baltimore women's war work clothes operation, this department has not been of a promotional nature, it expects, along with most of the department stores, to enlarge activity for such departments in the fall.

Stores in the Heart of a Large City Have No Opportunity, Chicago Reports

Chicago. — Retailers here have been devoting a great deal of thought and research to the women's work clothing field, but their findings to date, at least so far as the big city store is concerned, have been largely on the negative side.

Two major factors are cited as operating against retail attempts to supply the work clothing needs of the vast new army of women entering the war industries.

First, is the attitude of the plants themselves, and secondly, the direct competition from manufacturers of work clothing. The latter situation draws some rather bitter comment from merchants who report they have found manufacturers bidding against them on the self-same garment.

So far as the first point is concerned, the majority of larger plants prefer to distribute their workers' uniforms through company commissaries, declare several retailers who have made surveys in this area.

No Safety Factor Involved in Small Plants

The store next approached smaller plants which, it felt, would have neither facilities or desire to operate commissaries. By and large, however, the smaller factories do not require their employes to wear uniforms, and where no safety factor is involved, women prefer to wear their old clothes to work, and spend their money for new clothes for the leisure hours, according to this store.

While interviews by this reporter with personnel directors of a number of large plants sustain in general the "plant attitude" uncovered by retailers, there is evidence of potential work clothes business from women factory workers who are for the first time being transferred to operations previously done by men.

Women Voluntarily Adopting Slacks

For example, one company which has employed women for years, but has not had them on jobs requiring safety clothing, is now putting them on machines formerly handled by men. So far, the firm has not specified uniforms, but a majority of the women are voluntarily adopting slacks. A second plant, which has never uniformed its women for peacetime operations, is having the safety engineer survey the new jobs to which women are being transferred to supplant men.

Large City Stores Too Remote From Plant

For stores in the heart of a large city, location itself is a deterrent to successful selling of work clothing, emphasize several. State street stores, for example, are two or three hours away from plants. If workers have to come downtown for their uniforms, they lose half a day's work. Neither plant managers nor the workers like that. The possibility of stores taking the clothing to the worker, some West Coast stores are doing, defeats its own purpose, believe Chicago merchants. Since work clothing apparently must be sold at a markon which barely compensates for cost of handling, it can only be considered as a service, designed to bring this new class of customers into the store and sell them other merchandise in addition to work clothes.

Stores Should Bid For "After-Work" Clothes

Along the same line of thought, a personnel director of a large company employing thousands of girls says they spend only $7 to $10 annually on their uniforms. (Here the uniforms are sold though plant commissaries at around $2.25 each). These girls are now making from $30 to $50 a week. They are not going to spend any of this extra income on work clothes, but they are going to spend it on date dresses, hats, shoes, fur coats, etc., and it is this business for which stores should be bidding.

DANGER! No "Help Wanted" From—

S7 Glittery Gertie

S8 Sweater Sue

S6 Organdie Olga

S5 Fluffy Flo

S4 Baggy Betty

In all the research that is made these days visiting factories to find out what the new feminine mechanic should wear and what they like to wear, there is constant reference by safety engineers to the types of fashions which are anathema in a plant where "war work" and what has always been "men's work" is being done.

We have seen some of these damsels in real photographs, so badly equipped for such important jobs that they were a danger to themselves and their production. Of course not all these young plant workers have had a chance to get into the fine, new, tailored work clothes which are being designed for them today, but they are fast being converted to the idea and realize the greater dignity in being correctly and safely and neatly outfitted for work that is so vital to their country's victory.

GLITTERING GERTIE is definitely not wanted anywhere around moving machinery, all her sparkling gadgets which spell glamour to her are symbols of "danger" to her employers. If she works for Uncle Sam on his biggest projects she must cast bracelets, rings, pins and earrings into her jewel box and come to work a Simple Sal—No foolin', real accidents have been caused by machinery catching into these gaudy embellishments.

SWEATER SUE is not popular as a worker in plants which are full of moving machine parts. "It is too easy for all sorts of things to get caught in the loose knitted stitches," say the plant engineers. Off with the sweater and on with the overall!

ORGANDIE OLGA is another awful example of what not to do if she is doing mans' work. Organdie, while all right in its place, isn't a work clothes fabric and just doesn't look right with "pants." Besides all those ribbons may catch in things and cause disaster.

FLUFFY FLO is one of those full of feminine frivolity which is all right at a party, but not on the assembly line or among the moving belts and wheels of industry. Ruffles are just entirely out of the Work Clothes Picture, though they may do all right in the boudoir.

BAGGY BETTY may mean very well, but she is not any more popular than the other lassies on this page; she is not only baggy, she's sloppy, and this doesn't help her own morale or that of any of the other workers. Besides her loose ends of hair, her flying tie and ill-fitting slacks are all "catch traps."

S10 Correct Claire

CORRECT CLAIRE

We introduce her here as something of a moral to this tale. She's the ideal of the safety engineer, who is top executive when it comes to dressing to suit the industry. His word is law. His specifications are to avoid accidents. But besides that Clair has that nice groomed, efficient look with no silly gadgets to worry about. Her hair and eyes and hands are covered and her well-cut work uniform makes her sure of herself and her appearance. Correct clothes and equipment build morale.

Style Workout on a Coverall— 31 Specifications by the Girls

1. We want our uniform to be **one-piece** actually but two-piece in effect.

2. We want to have the **collar short enough at the back** of the neck so that our hair, or the work-hat we wear can't be disturbed; a high collar, the usual collar, is very annoying to work in.

3. We want our uniform to have **no back yoke** in the blouse part, because this yoke makes us appear stoop-shouldered when we are bending over our machines.

4. We want slight **fulness in the front,** possibly from an unimportant yoke, to veil bust fulness.

5. We want **short sleeves.**

6. We want mannish **sleeves, set in squarely** for ease in working, and for ease in ironing.

7. We want **two slit pockets,** unimportant ones, on the blouse front.

8. We want **no pockets in the slacks,** because they make us appear larger in the hips, and we shall use them if we have them.

9. We want the **front sections** of the one-piece garment to be **in one piece.**

10. We want these front sections **darted to the limit** to keep all extra goods from making us appear larger through the midriff.

11. We want all **extra fulness pleated** in at the back, for slimness.

12. We need a **hidden "action back"** arrangement of some kind; could it be with some knit fabric inserts?

13. We want **no center action back pleat** because it will stick out, always, even when we are not needing it, from the position we are in, physically.

14. We want a positively **hidden drop seat.**

15. We want enough depth in that drop seat so we won't tear the seams at the sides.

16. We want **front creases** in trousers **stitched in.**

17. We want **back creases** in trousers **stitched in.**

18. We want a **snug belt** to accentuate slimness.

19. We want drop seat designed so it will not sag in the middle of the waistline away from the blouse, especially when we bend over.

20. We want **tapered trousers** like ski suits to avoid all that frilly fulness at the ankles when we button the safety straps.

21. We want **no safety straps at ankles;** if trousers are sufficiently tapered, we shan't need them, and anyhow, they don't look feminine.

22. We want **trousers just long enough** to cover and still show our ankles; that will be more flattering.

23. We want the **color to be blue,** lighter and with more "bloom" than navy.

24. We think the **fabric had better be cotton,** because we may wash these outfits ourselves on occasion, and we may be in a hurry. A too-hot iron can do less damage to cotton than to any other fabric.

25. We want it **pre-shrunk.**

26. We want it **color-fast.**

27. We want the outfit **personally fitted** before we begin to wear it.

28. We need a **lint-free fabric,** because we work on precision instruments.

29. We want an **important looking Sperry insignia,** but not the word "Sperry" spelled out; we don't want to feel too labeled if we do wear these outfits on train or bus.

30. We want **fabrics soft to the skin** for eight hours of almost continuous motion.

31. We want **a fly front** and covered buttons.

Asco Fabrics
for WOMEN AT WORK

PLAIN AND NOVELTY WEAVES
IN COTTONS AND SPUN RAYONS
FOR UTILITY WEAR & SLACK SETS

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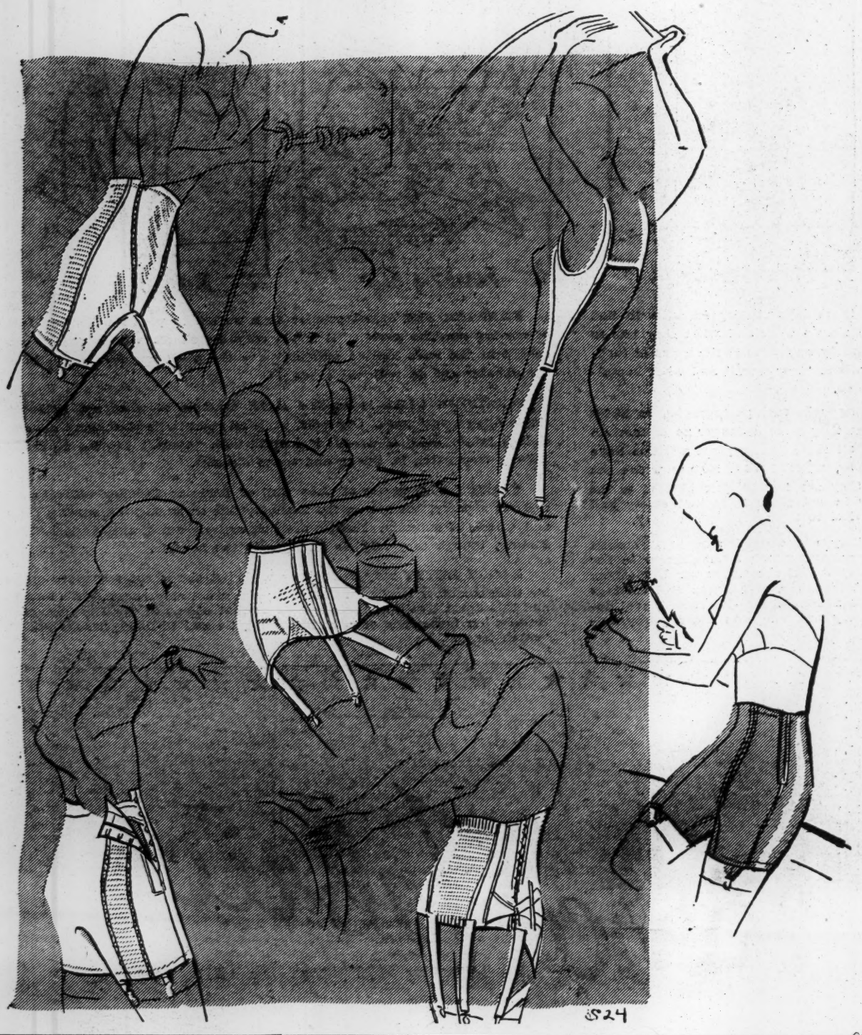
A. STEINAM COMPANY, INC.
343 FOURTH AVENUE, NEW YORK

Trim, Efficient, in the Right Corset

The War Worker Looks Better, Feels Better in Foundations Like These



Not Alone Good Grooming, but Good Health, Prescribes Some Sort of Supporting Foundation for the Woman at Work.

By ALICE R. STEWART

THE corset department has a real and important role in stepping up the efficiency of women at work. This role is not merely to make the woman worker look better, but to actually make her feel better because a proper foundation gives support to her figure and helps forestal the fatigue of long hours on her feet. Increasingly, stores in the big industrial centers are addressing their corset messages to the active woman worker on this basis of health and efficiency.

"More Energy Per Woman"

Because the ranks of women workers offer a cross-section of every possible figure type and age group, with a great variety of different corset requirements, it is difficult to make specific recommendations as to the type of garment which should be featured for war workers. But the stores can, and should, make every effort to promote their corset shops institutionally. They should tell the women workers that they have ready corsets and corset fitters who will turn them out for their jobs trimmer-looking and with "more energy per woman," as the S. H. Camp Co., pioneers in "industrial corseting," has put it.

Pantie Girdles Boom in Sales

We do know that pantie girdles represent one general corset classification which has boomed in sales, as more and more women have gone into pants. Because, with slacks, the panties are usually worn without hose supporters, it is important that the garments be carefully cut so that they stay down. They must also be flexible and comfortable. The all-elasticized ones have been popular; now that less elastic is permissible, lots of the non-elastic knitted constructions will probably be sold for this purpose. Facility in getting in and out of the garments is important. Also, open crotch and detachable crotch styles should be considered.

The Older Woman Has Real Problems

Don't forget, too, that not all the slacks-clad women workers are slim, junior figures. There are many older women and women who have figure problems. Some of them will need pantie girdles too, really firm, supporting types. Watch soon for the introduction of a group of "industrial supports" of the semi-pantie type which Camp is bringing out, an innovation for this firm.

"Accessories" For the Workers

In addition to panties and to firm, boned, supporting corsets, the work market can be interested in a variety of corset "accessories." Garter belts. Items like Warner's "Chafeze" to wear under the slacks, or the same firm's "Strap-aid" which prevents shoulder straps from cutting. Munsingwear has been selling grosses and grosses of their "Girdle-Down" drawstring stocking tops made to anchor girdles when stockings are not worn, as under slacks.

Items like these, which require no fitting and can be sold over the counter, may well be stocked in any ready-to-wear sections where work clothes are sold, as well as in the "parent" corset department. But most corset people are of the opinion that attempts to sell corsets to the workers elsewhere than in the corset shop where they can get the very necessary fitting service, is not practical. Instead, they urge inter-department cooperation between the work clothes selling divisions and the corset shop just as it has been practiced from a fashion angle between dress departments and corset departments.

Window Displays Valuable Promotion

Window displays are an important means of telling the corset story to workers, especially in the industrial areas. Such displays would do well to emphasize variety of garment types and "accessories" making the point that your corset department is headquarters for the woman worker.

A last point to consider is the matter of prices. If you are in an industrial area do not be afraid of working with somewhat higher priced foundations than you have been selling in the past. These women workers have more money to spend than they have ever had before, and more of it can be put into their corsets. This has actually been proven in reports from corset departments in some of the key cities.

* * *

Description of garments illustrated at left above:

At the upper left one of Poisefair's open-crotch pantie girdles, in satin, elasticized satin and nylon leno. Panties like these make figures much trimmer under slacks.

* * *

In the lower corner, a pantie girdle which Corsetry, Inc., is especially highlighting as a good type for workers. Its feature is its drop seat with hook and eye closing on both sides. It's made of one of the new stretchable knitted fabrics that provide "give" while using little rubber.

* * *

At upper right, G. M. Poix's garter support and shoulder brace—simple, but a good posture aid.

* * *

In the center, one of the laced supporting corsets on which S. H. Camp reports increasing sales to industrial workers. Note how it is cut up at front to allow plenty of leg freedom.

* * *

Just below, another real supporting type, from Air-way Corset Co., another firm to make a special promotional feature of firm supporting corsets for women at work.

* * *

At far right, one of the new "Warneen" girdles which Warner Bros. has brought out this fall in dark colors for uniforms and work clothes, as well as conventional nude and white. It is of soft, light, spun rayon with elastic satin sides.

AIR-WAY
SURGICAL GARMENTS

KEEPING WORKERS PHYSICALLY FIT!

In these strenuous times it is highly important that women workers be kept physically fit in order to do a full day's work at top efficiency. Correct posture — whether sitting, standing or walking — is essential for preventing fatigue. And most physical authorities agree that corrective scientific supports are a tremendous aid in benefiting posture, thereby avoiding fatigue and helping to keep women workers physically fit.

THE POPULAR PRICED AIR-WAY SCIENTIFIC GARMENTS FEATURE THESE ADVANCED PRINCIPLES:

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- AIR-WAY "ELASTIC THAT BREATHES"

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"KNITTERS OF FINE ELASTICS FOR OVER 45 YEARS"

Help wanted for women at work

TODAY, more and more women man our factories, mills, offices . . . many of them unaccustomed to the strain of industrial jobs. Result: fatigue, too frequent "rests," slowed production, "absenteeism". . . much of it traceable to poor body mechanics.

This has prompted physicians to prescribe and recommend Camp Supports for workers. For these *anatomical* garments designed for *scientific* support have a successful 30-year record in aiding men and women to feel more fit . . . do more work with less fatigue.

In fact, S. H. Camp and Company was among the first to emphasize the importance of this relationship between good posture and increased industrial production.

In addition, Camp National Posture Week, promoted annually by S. H. Camp and Company, this year stressed the importance of good posture in helping to prepare women for their new role in wartime America. Hundreds of good stores are currently emphasizing this viewpoint.

Finally, to help disseminate this vital education information even further, the Samuel Higby Camp Institute for Better Posture—founded by S. H. Camp and Company—prepared, in collaboration with eminent medical and educational authorities, a well-illustrated, non-commercial booklet called "Blue Prints for Body Balance." Large quantities are currently issued to thousands of industrial and other physicians—upon request—for general distribution.

Public health education has always played a major role in the policy of this company. We believe this latest project is in keeping with our tradition of service to the medical profession, to your customers and to you.

CAMP TRADE MARK Supports

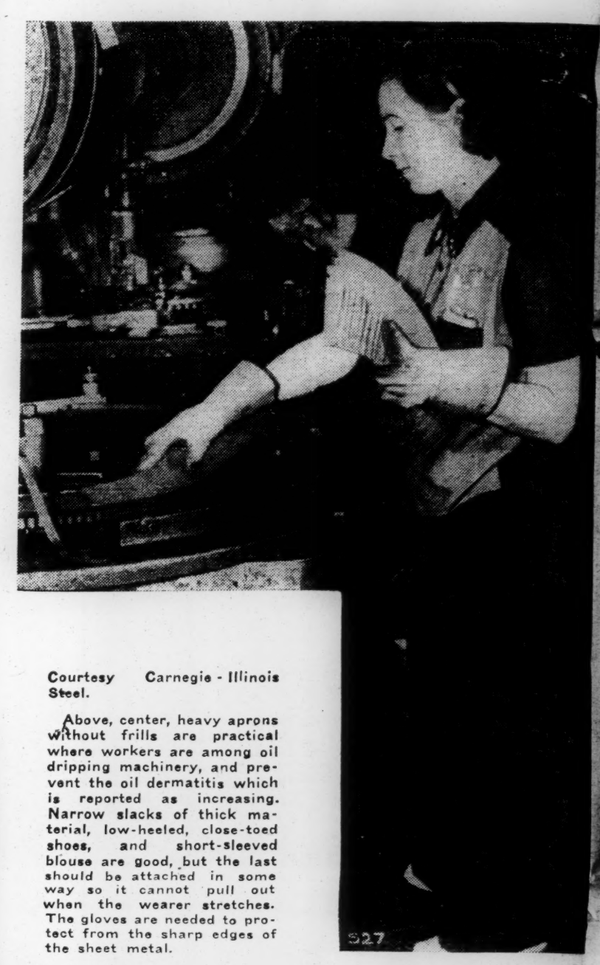
Made by S. H. Camp and Company, Jackson, Michigan. World's Largest Manufacturers of Scientific Supports. Offices in New York, Chicago, Windsor, Ont., London, England.

Women Take to Man's Work

Women at Work in the Ward Industry Plants, Shown in Accompanying Photographs Loaned by The Women's Bureau, U. S. Department of Labor

Courtesy OEM.

Above, these wide, baggy pajamas are practical for the work in hand because the girls must step over the big rubber sausages and crawl under them, and generally need room to stretch. There is no machine here to make these loose clothes hazardous.



Courtesy Carnegie - Illinois Steel.

Above, center, heavy aprons without frills are practical where workers are among oil dripping machinery, and prevent the oil dermatitis which is reported as increasing. Narrow slacks of thick material, low-heeled, close-toed shoes, and short-sleeved blouse are good, but the last should be attached in some way so it cannot pull out when the wearer stretches. The gloves are needed to protect from the sharp edges of the sheet metal.

Courtesy Curtiss Wright.
Direct left—

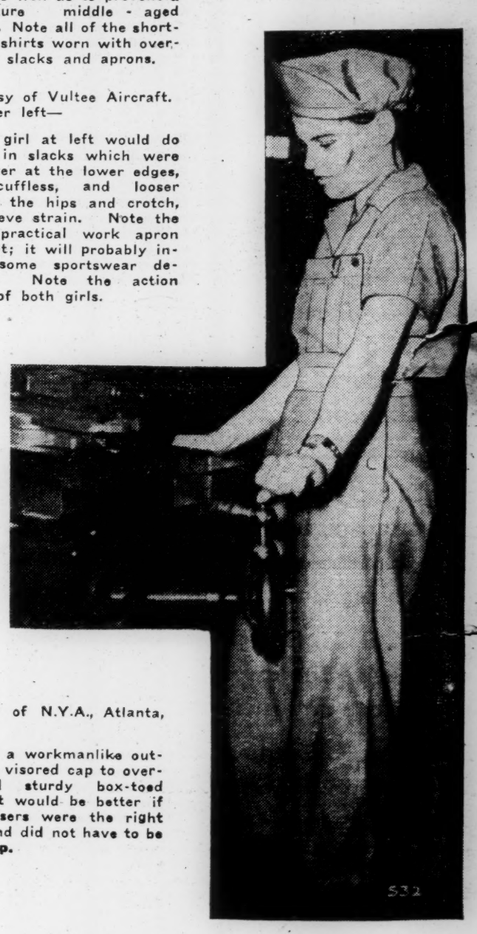
This bench assembly operation in a propeller plant should suggest ideas to corset designers, for back and abdominal support while the girls sit all day long at their task, as well as to prevent a premature middle - aged spread. Note all of the short-sleeve shirts worn with overalls or slacks and aprons.

Courtesy of Vultee Aircraft.
Lower left—

The girl at left would do better in slacks which were narrower at the lower edges, and cuffless, and looser around the hips and crotch, to relieve strain. Note the man's practical work apron at right; it will probably inspire some sportswear designer. Note the action poses of both girls.

Courtesy General Electric Co.

Above, a punch press operator wears long cuffed gloves to protect hands and forearms from seeping oil, but she would do better to cover her hair. Nor do supervisors like shirts which pull up.



Courtesy of N.Y.A., Atlanta, Ga.

Above, a workmanlike outfit, from visored cap to overall and sturdy box-toed shoes. It would be better if the trousers were the right length and did not have to be turned up.

Smooth Look Under Slacks

The new army of women-at-work means a new demand for underwear that's comfortable and practical. In some cases the safety engineer of the industrial plant prescribes specific types of undergarments; in other cases the women workers choose their own underwear —their requirements are that it be comfortable, easy to take care of, smooth under slacks or overalls or coveralls. Here are staple types of merchandise which can be recommended. Reading from left to right:

Cuffed pantie legs and side-closing for smoothness in the one-piece garment of rayon jersey, from Winget Kickernick Co.

Very brief brief and a bandeau effect for a staple model from Vanity Fair Silk Mills, Inc. Available in a variety of fabrics in case the industrial plant has fabric specifications to meet. Buttoned closing for greater comfort (and elimination of metal).

For the young war worker, for wear under her slacks, this one-piece garment in rayon jersey from Julius Kayser & Co. Bra and pantie section are separated at back, and the garment closes with a single fastening.

This new customer
Will ask . . .

Will it wash?
Is it comfortable?
Is it smooth under slacks?
Will it stand the strain of action?
Will it ride up?

. . . Here are types to recommend

The blouse-and-pantie in one is a good choice for slacks because the shirt won't ride up and no other underwear is required. This one, from M. C. Schrank Co., is in white cotton broadcloth with pearl button fastening, and buttoned tab.

A snug-fitting vest and panties qualify for a smooth silhouette. These, by Munsingwear, Inc., are in a cotton and rayon knit and are good for the worker who wants a little extra warmth. As sketched the panties have the long length, and the size range includes models for the larger woman.

FOR WOMEN AT WORK....

WARM, WILLOWY MUNSINGWEAR!

Women who never wore warm underwear before are going to be pulling it on this year! Fuel restrictions will see to that. But while women want it warm, they want it slim as lingerie!

Munsingwear makes it that way. Knits it to fit its whole long life. Molds it so it *won't* bulk, *will* be comfortable, however active the job. "Ponies,"* Vests and "Kumfortites,"* in varying degrees of warmth for varying needs. Feature them now in your "Women at Work" department. Priced right and backed by Munsingwear's fifty-five year old standards of quality!

*TRADE-MARK

Just look for the MUNSING Wear *label*
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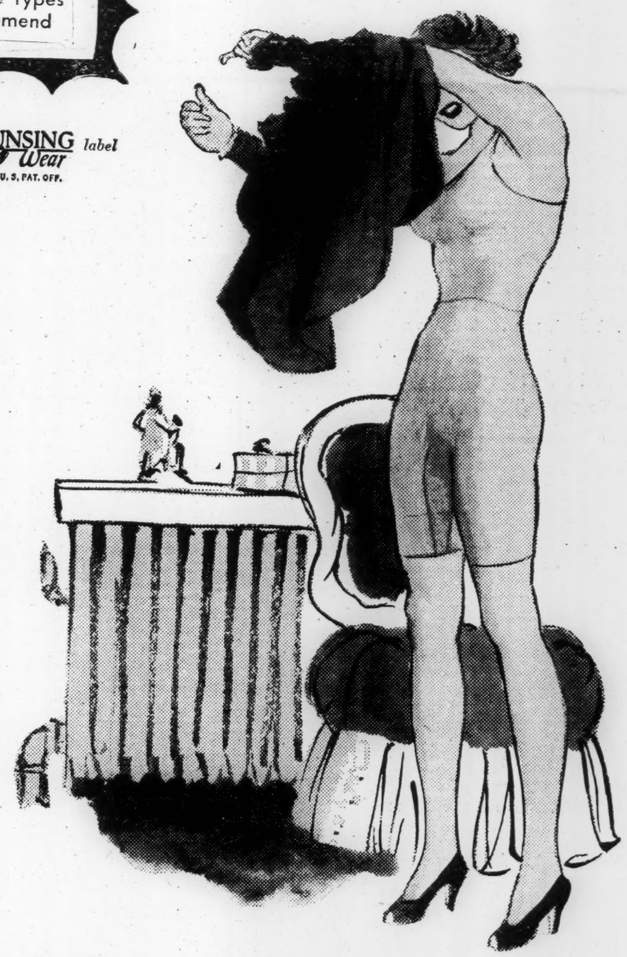

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55 YEARS OF "FIRSTS"

WOMEN'S AND MEN'S UNDERWEAR • SLEEPING-AND-LOUNGING WEAR • HOSIERY
FOUNDATION GARMENTS • BOYS' AND GIRLS' UNDERWEAR
MUNSINGWEAR, INC. • MINNEAPOLIS • NEW YORK • CHICAGO • LOS ANGELES

What a difference a few months make!

WE SAW THIS THING COMING, a long time ago. And we did *our best* to spread the gospel of War-Work Clothes among stores and manufacturers, up and down the land.

At first, we met *some* encouragement. Mostly, however, we met skeptics. They'd tell us, "Aw, there'll never be many women in war plants—it's *men's* work." And, "Women won't wear Work Clothes." And, "This may work in England, but not here." Or, "Sure, it may be O.K. to have a few of these garments around. But a WHOLE DEPARTMENT—you're plain nuts!"

This is what we ran into at first. But, Brother...

What a difference a few months make!

We've just come back from *another* swing, and what a CHANGE!

EXAMPLES: (1) One buyer (lady) took a few samples to an aeroplane plant to *submit* . . . wound up with an order for 800 garments! (2) A huge department store has put up *billboards* along the main highways, *talking these garments to war plant workers!* (They've stocked, as an initial order, 500 DOZEN GARMENTS—and broke the promotion Sept. 1st). (3) In one big Western city, *every store* carried War-Work Clothes for Wimmen! (4) In another big city, the buyer (also a lady), has made *definite studies of plant requirements*—a practice recommended to every store! She sells these garments *not only* in the *main* store, but in *suburban* branches, nearer the plants themselves. (No fool, she!)

(5) Another buyer for another store jaunted out to the plants, found out just what they wanted—and placed good-sized orders as a result! (6) A development engineer in a big chemical plant told us: "We've become so much interested in the Work Clothes Idea that we've developed our own fabrics to be used—'SANFORIZED'-protected, of course." (7) Another big-store buyer exclaimed: "I've had such a terrific response from our mailing piece to local plants that I've spent *half* my time turning down orders—just can't handle them!"

Here's some more!

WE FOUND, too, that *hundreds and hundreds* of small plants have been converted to handling war contracts—and are now outfitting their girls in the stores!

We also saw girl motorcycle-delivery riders wearing these smart, functional garments . . . and chain-grocery clerks . . . and girls manning the pumps at gas stations . . . and housewives and high school kids by the *hundreds and thousands!* Yes...

The little War-Work Clothes counters—formerly orphans—are now running on their own, in their OWN DEPARTMENTS . . . and doing *mighty well,* thank you!

In fact, buyers have told us that the day may not be far distant when *volume* and *traffic* in the Apparel Department MAY BE BUILT AROUND THE DEMAND FOR WAR-WORK CLOTHES! In other words, the tail may wag the dog.

"Sanforized" protection a "must!"

ONE THING that makes these War-Work Clothes for Wimmen the *fine, functional* garments they are is the "SANFORIZED" label!

Because . . . that little label makes ALL THE OTHER SPECIFICATIONS GOOD! It *assures* Permanent Fit—and Style—*for the life of the garment itself!* That's why ALL War-Work Clothes for Wimmen should bear the "SANFORIZED" label, *guarding them against a fabric shrinkage of less than 1%.*

Frankly, we aren't the *only ones* interested in giving work clothes this protection against wasteful shrinkage. Count in the big-shot manufacturers. Count in the *best buyers in the business!*

Now . . . you don't have to take *our word* for all this. But take a little trip yourself, look around. Talk to people in the picture. And if you don't see MORE THAN WE HAVE TOLD YOU ABOUT HERE, well, we're suffering from the most solid set of mirages ever poured out of a concrete mixer!

•SANFORIZED•
REG. U.S. PAT. OFF.

40 Worth Street, New York • BArclay 7-2082

Checked standard of the trade-mark owner

The "Sanforized" trade-mark is used by manufacturers on "Compressive Pre-Shrunk" fabrics only when tests for residual shrinkage are regularly checked, through the service of the owners of the trade-mark, to insure maintenance of its established standard by licensed users of the mark.
Cluett, Peabody & Co.